

The Kurita Group ESG Data

1. Environment¹

* -: No data N/A: Items with no emissions, etc. due to business characteristic

		FY2021					FY2022					FY2023						
		Japan		Total	Overseas Group Companies	Kurita Group	Japan		Total	Overseas Group Companies	Kurita Group	Japan		Total	Overseas Group Companies	Kurita Group		
		Kurita Water Industries Ltd.	Group Companies				Kurita Water Industries Ltd.	Group Companies				Kurita Water Industries Ltd.	Group Companies					
Water withdrawal (1,000 m ³)	All areas	Surface water	0	0	0	1,637	1,637	0	0	0	1,798	1,798	0	0	0	1,713	1,713	
		Rainwater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Groundwater	328	107	434	22	457	387	260	647	18	665	572	238	809	17	826	
		Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Produced water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Third-party water	Municipal Water	73	112	185	146	331	70	148	217	155	373	37	138	175	245	420
			Water discharge from other organizations	0	0	0	10	10	0	0	0	11	11	0	0	0	8	8
			Surface water	25,489	0	25,489	0	25,489	26,267	0	26,267	0	26,267	26,042	0	26,042	0	26,042
			Groundwater	1,670	0	1,670	0	1,670	1,881	0	1,881	0	1,881	1,837	0	1,837	0	1,837
			Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			Produced water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Subtotal		27,232	112	27,344	156	27,500	28,219	148	28,366	166	28,532	27,917	138	28,055	252	28,307
		Total		27,560	218	27,778	1,816	29,594	28,606	407	29,013	1,982	30,995	28,488	376	28,864	1,982	30,847
	Only ultrapure water supply business sites		27,160	0	27,160	0	27,160	28,150	0	28,150	0	28,150	27,882	0	27,882	0	27,882	
	Others		399	218	618	1,816	2,433	455	407	863	1,982	2,845	606	376	982	1,982	2,965	
	All areas with water stress ²	Surface water	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Rainwater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Groundwater	0	0	0	3	3	0	0	0	3	3	0	0	0	3	3	
		Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Produced water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Third-party water	Municipal Water	0	0	0	9	9	0	0	0	14	14	0	0	0	48	48
			Water discharge from other organizations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			Surface water	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Groundwater			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Seawater			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Produced water		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal		0	0	0	9	9	0	0	0	14	14	0	0	0	48	48		
Total		0	0	0	12	12	0	0	0	17	17	0	0	0	51	51		
Percentage of water intake from areas with water stress out of all regions, excluding those with ultra-pure water supply plants (%)		0.00	0.00	0.00	0.67	0.50	0.00	0.00	0.00	0.85	0.59	0.00	0.00	0.00	2.58	1.73		
Water discharge (1,000 m ³)	All areas	Surface water	8,834	135	8,969	1,609	10,578	0	0	0	1,772	10,329	8,239	292	8,532	1,546	10,077	
		Groundwater	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Third-party water	15,689	61	15,750	121	15,871	17,044	63	17,108	108	17,216	16,623	66	16,689	179	16,868	
		Third-party water sent for use to other organizations	15,689	61	15,750	121	15,871	17,044	63	17,108	108	17,216	16,623	66	16,689	179	16,868	
	Total		23,203	196	23,399	1,730	25,129	25,276	389	25,665	1,880	27,545	24,862	359	25,221	1,725	26,946	
	Only ultrapure water supply business sites		24,181	0	24,181	0	24,181	24,879	0	24,879	0	24,879	24,340	0	24,340	0	24,340	
	Others		342	196	538	1,730	2,267	455	389	844	1,880	2,666	522	359	881	1,725	2,605	
All areas with water stress ²		0	0	0	7	7	0	0	0	11	11	0	0	0	35	35		

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			FY2021					FY2022					FY2023										
			Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group						
			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total								
Water consumption (1,000 m ³)	All areas Water withdrawal - Water discharge	Total	3,145	22	3,168	86	3,254	3,329	19	3,348	102	3,450	3,626	17	3,644	257	3,901						
		Only ultrapure water supply business sites	2,979	0	2,979	0	2,979	3,271	0	3,271	0	3,271	3,542	0	3,542	0	3,542						
		Others	32	22	80	86	166	58	19	77	102	179	84	17	102	257	359						
		Change in water storage, if water storage has been identified as having a significant water-related impact	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
	All areas with water stress ²	0	0	0	5	5	0	0	0	5	5	0	0	0	16	16							
Water withdrawal ³ (1,000 m ³) GRI 303(2016)	Municipal Water		71	112	183	146	329	68	148	216	155	371	35	138	173	245	417						
	Groundwater		328	107	434	22	457	387	260	647	18	665	572	238	809	17	826						
	Surface Water + Seawater		0	0	0	1,637	1,637	0	0	0	1,798	1,798	0	0	0	1,713	1,713						
	Waste water from another organization		0	0	0	10	10	0	0	0	11	11	0	0	0	8	8						
	Total		399	218	618	1,816	2,433	455	407	863	1,982	2,845	606	376	982	1,982	2,965						
Water recycling volume ^{3,4} (1,000 m ³) GRI 303(2016)	Total		49,918	2	49,920	9	49,929	55,544	2	55,546	11	55,558	51,924	3	51,927	10	51,937						
	Only ultrapure water supply business sites		49,324	0	49,324	0	49,324	54,927	0	54,927	0	54,927	50,967	0	50,967	0	50,967						
	Others		594	2	596	9	605	617	2	619	11	630	957	3	960	10	970						
Water discharge ³ (1,000 m ³) GRI 303(2016)	Sewage		4	61	65	84	150	4	63	67	70	137	113	66	179	129	308						
	Surface Water		337	135	472	1,609	2,081	393	325	719	1,772	2,490	409	292	701	1,546	2,247						
	Amount of water discharged to wastewater treatment facilities by industrial parks or public bodies		0	0	0	36	36	0	0	0	38	38	0	0	0	51	51						
Total		342	196	538	1,730	2,267	397	389	786	1,880	2,666	522	359	881	1,725	2,605							
GHG emissions ⁵	Scope 1 (1,000 t)	CO ₂	2	3	5	9	14	2	3	5	9	14	2	3	5	9	13						
		CH ₄																					
		N ₂ O																					
		HFC																					
		PFC																					
		SF ₆																					
		NF ₃																					
	Others																						
	Scope 2 (1,000 t-CO ₂)		7	9	16	11	27	7	9	16	12	28	5	8	13	11	24						
	Scope 1+2 (1,000 t-CO ₂)		9	12	21	19	41	10	12	21	21	42	7	11	17	20	37						
	Scope 3 (1,000 t-CO ₂) () Figures in parentheses predate the revision of the calculation method.	1. Purchased goods and services							510(543)					501(586)					646(889)				
		4. Upstream transportation and distribution																					
		9. Downstream transportation and distribution																					
		2. Capital goods																					
		3. Fuel- and energy-related activities(not included in scope 1 or scope 2)																					
5. Waste generated in operations																							
6. Business travel																							
7. Employee commuting																							
8. Upstream leased assets		Included in Scope1 and Scope 2					Included in Scope1 and Scope 2					Included in Scope1 and Scope 2											
10. Processing of sold products		No applicable products					No applicable products					No applicable products											
11. Use of sold products							1,596(1,594)					1,095(1,116)					1,333(1,413)						
12. End-of-life treatment of sold products							1					1					1						
13. Downstream leased assets							241					288					328						
14. Franchises		No franchises					No franchises					No franchises											
15. Investments		Not an applicable sector					Not an applicable sector					Not an applicable sector											
Total							2,389(2,420)					1,921(2,027)					2,351(2,672)						
Total (1,000 t-CO ₂)							2,430(2,461)					1,963(2,070)					2,388(2,710)						
CO ₂ emissions intensity per unit of sales (t / million yen) ^{5,6}			0.08	0.27	0.13	0.18	0.15	0.08	0.31	0.13	0.16	0.15	0.06	0.18	0.10	0.12	0.11						

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		FY2021					FY2022					FY2023								
		Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group				
		Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total						
Energy consumption (TJ) ⁵⁶	Purchased electricity (other than renewable energy)	149	213	362	220	582	166	213	379	246	626	86	197	283	236	519				
	Purchased electricity (renewable energy)	0	0	0	0	0	0	0	0	0	0	182	10	192	0	192				
	Gas	4	0.3	4	47	51	4	0.3	4	57	61	18	0.3	18	50	68				
	Oil	32	40	71	92	164	30	40	70	94	164	13	41	53	95	148				
	Purchased energy (steam, chilled water)	0	0.8	0.8	28	29	0	0.7	0.7	29	29	0	0.6	0.6	26	27				
	Renewable energy	0.5	0	0.5	0.9	1.3	0.5	0	0.5	1.0	1.5	0.4	0	0.4	1.1	1.5				
Total		185	254	439	388	827	200	254	455	426	881	299	248	547	408	955				
Energy use intensity per unit of sales (GJ / million yen) ⁵⁶		1.6	5.8	2.7	3.6	3.1	1.6	6.8	2.9	3.3	3.1	2.5	4.1	3.1	2.4	2.8				
Waste generated (1,000 t)	Non-hazardous waste	Waste diverted from disposal	Onsite	/					20	1	21	0.25	21	19	1	20	0.40	20		
			Offsite						0	-	-	-	-	5	1	6	-	6	-	6
			Total						24	1	-	0.25	-	25	1	26	0.40	26		
		Waste directed to disposal	Onsite						0.5	0	1	1.05	2	1.0	0	1	2.19	3		
			Offsite						1	-	-	-	-	2	2	4	-	4		
			Total						2	0.3	2	1.05	3	3	2.6	6	2.19	8		
	Total	26	5						31	1	32	27	4	32	3	34				
	Hazardous waste	Waste diverted from disposal	Onsite						2	0	3	0.21	3	2	0	2	0.20	2		
			Offsite						0	-	-	-	-	0	0	0	-	0		
			Total						2	-	-	0	-	2	0	2	0	3		
			Onsite						0.0	2	2	1	2	0.0	2	2	1	3		
		Waste directed to disposal	Offsite						0.1	-	-	-	-	0.0	0	0	-	0		
			Total						0.1	-	-	-	-	0.0	2	2	1	3		
			Onsite						3	2	5	1	5	2	2	4	1	5		
Total			28	7	36	2	38	30	6	36	4	40								
Total	22	3	25	1	27	23	3	26	2	28	22	3	25	4	29					
Industrial waste (1,000 t) (including hazardous or toxic waste)	Waste of Construction sites in Japan	24	7	32	-	32	5	4	9	-	9	8	3	11	-	11				
Total	47	10	57	1	58	28	7	36	2	38	30	6	36	4	40					
Amount of recycled industrial waste (1,000 t) ⁷⁷ (including hazardous or toxic waste)		22	1	23	0.2	23	23	1	24	0.46	24	21	1	22	0.60	23				
Industrial waste for final disposal (incineration and landfill 1,000 t) ⁷ (including hazardous or toxic waste)		0.3	2	2	1	4	0.5	2	3	2	4	1.0	2	3	3	6				
Recycling rate (%) ⁸		98.6	39.9	90.7	13.5	86.7	98.0	38.5	90.5	23.6	85.7	95.6	37.6	87.8	17.0	78.8				
Packing materials (t)		N/A	336	336	-	336	N/A	342	342	-	342	N/A	301	301	-	301				
Packaging materials recycled (t)		N/A	1,258	1,258	-	1,258	N/A	1,300	1,300	-	1,300	N/A	1,303	1,303	-	1,303				
Materials for chemicals (1,000 t) ⁹		N/A	20	20	-	20	N/A	20	20	-	20	N/A	19	19	-	19				
Production of chemicals (1,000 t)		N/A	32	32	-	32	N/A	32	32	-	32	N/A	31	31	-	31				
Emissions of ozone-depleting substances		N/A					N/A					N/A								
NOx emissions (kg) ¹⁰		0.5	N/A	0.5	N/A	0.5	0.2	N/A	0.2	N/A	0.2	0.0	N/A	0.0	N/A	0.0				
SOx emissions (kg) ¹⁰		0.3	N/A	0.3	N/A	0.3	0.5	N/A	0.5	N/A	0.5	0.0	N/A	0.0	N/A	0.0				
Emissions of hazardous air pollutants (kg)		-					-					-								
Emissions of PRTR-regulated substances (t) ¹¹		0.02	0.4	0.4	N/A	0.4	0.02	0.3	0.4	N/A	0.4	N/A	0.4	0.4	N/A	0.4				
Volatile organic compounds (VOC) emissions (kg) ¹²		N/A					N/A					N/A								
Soot and dust emissions (kg) ¹³		0	N/A	0	N/A	0	5	N/A	5	N/A	5	1	N/A	1	N/A	1				
Soil and groundwater pollution	Business Sites Where Soil or Groundwater Contamination Has Been Found	Unverified					Unverified					Unverified								
	Substance	Not detected					Not detected					Not detected								
Number for major violations of environmental laws and regulations		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Total monetary volume of significant fines (1,000 yen)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
ISO14001	Number of company	1	4	5	13	18	1	4	5	14	19	1	6	7	16	23				
	Number of certified sites	5	20	25	20	45	5	21	26	30	56	5	26	31	39	70				
	Company coverage rate (%)	100.0	18.2	21.7	54.2	38.3	100.0	21.1	25.0	56.0	42.2	100.0	26.1	29.2	50.0	41.1				
	Certified sites coverage rate (%)	9.8	24.7	18.9	33.3	23.4	9.3	29.2	20.6	31.3	25.2	9.8	28.0	21.5	33.3	26.8				

- *1 The scope of data collection for items other than "Violation of Environmental Laws and Regulations" covers all locations of Kurita Water Industries and of its consolidated subsidiaries. However, the following companies and locations are excluded from the scope.
Group companies that have not started environmental improvement activities, subsidiaries that share locations with the parent company (included in the parent company), group companies that do not generate environmental impact, and locations where environmental impact cannot be calculated due to tenant occupancy, etc.
- *2 Scope includes locations in areas with a water stress rating of high or higher in the Aqueeduct Water Risk Atlas provided by the World Resources Institute. In fiscal 2023, the scope included nine such locations.
- *3 Data collected based on the previous method has been provided for continuity.
- *4 Along with the disclosure of water intake, discharge and consumption volumes at ultrapure water supply business sites starting in fiscal 2021, data on water recycling volume is also disclosed for ultrapure water supply business sites.
- *5 Emissions by companies integrated in recent MAs after the base year of targets based on the GHG Protocol have been incorporated into CO₂ emissions. The calculation method for Scope 3 has been adjusted to allow for the effects of price and exchange rate fluctuations.
The figures for fiscal 2021 and fiscal 2022 have been revised to reflect these changes.
- *6 Scope of data collection for CO₂ and GHG converted into energy is Scope 1 and 2. The domestic total of electricity purchases accounts for the bulk of the Group total, so TJ and MWh conversions are in accordance with the factors described below, as defined by the Act on the Rational Use of Energy in Japan.
Purchased electricity: 0.00997 TJ/MWh, other: 0.00360 TJ/MWh
- *7 Scope of data collection is only the company's own sites, and excludes production sites, etc.
- *8 Calculated as follows: (recycling volume + valuable amount) / (recycling volume + final disposal of industrial waste + valuable amount)
- *9 A raw material for manufacturing water treatment chemicals.
- *10 Scope of data collection is sites with facilities that generate soot and smoke, as defined by the Air Pollution Control Act of Japan.
Historical figures for domestic Group companies have been changed to "not applicable" because it has been confirmed that there were no facilities that generated soot and smoke in previous fiscal years.
- *11 Scope of data collection is sites that are subject to controls for Class I Designated Chemical Substances as defined by the Pollutant Release and Transfer Register (PRTR) of Japan.
- *12 Scope of data collection covers sites that have facilities designated as facilities that emit Volatile Organic Compounds as defined by the Air Pollution Control Act of Japan.
- *13 Scope of data collection covers sites that have facilities designated as facilities that generate soot and smoke as defined by the Air Pollution Control Act of Japan.

2. Social Employees

			FY2021					FY2022					FY2023				
			Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group
			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total		
Number of employees	Male	20's	166				166					156					
		30's	348				346					332					
		40's	445				430					382					
		50's	343		-		438		-			461		-			
		60's	28				32					31					
		70 and over	0				4					1					
	Subtotal	1,330				1,416					1,363						
	Female	20's	64				63					70					
		30's	57				66					66					
		40's	73				69					61					
		50's	35		-		56		-			61		-			
		60's	2				3					3					
		70 and over	0				0					0					
Subtotal	231				257					261							
Total			1,561	2,282	3,843	3,622	7,465	1,673	2,130	3,803	3,858	7,661	1,624	2,252	3,876	3,908	7,784
Number of temporary staff			506	238	744	77	821	452	250	702	56	758	467	280	747	74	821
Number of management staff*1	Male		281	311	592	493	1,085	322	300	622	508	1,130	302	334	636	509	1,145
	Female		7	18	25	116	141	9	17	26	146	172	13	18	31	143	174
	Total		288	329	617	609	1,226	331	317	648	654	1,302	315	352	667	652	1,319
Ratio of female employees (%) *1	Employees		15.2	27.8	23.2	26.0	24.5	15.4	28.0	22.9	27.2	24.9	15.9	27.7	23.1	27.6	25.3
	Management staff in employees		2.4	5.5	4.1	19.0	11.5	2.7	5.4	4.0	22.3	13.2	4.1	5.1	4.6	21.9	13.2
Number of employees hired	Male	Under 30	29	56	85			34	56	90			32	48	80		
		30-49	4	27	31		-	9	27	36		-	17	52	69		-
		50 and over	0	58	58			1	54	55			8	65	73		
	Female	Under 30	17	11	28			13	20	33			14	16	30		
		30-49	2	15	17		-	4	8	12		-	1	58	59		-
		50 and over	0	5	5			0	7	7			0	20	20		
Ratio of new employment to employees (%)	Male	Under 30	1.9	2.5	2.2			2.0	2.6	2.4			2.0	2.1	2.1		
		30-49	0.3	1.2	0.8		-	0.5	1.3	0.9		-	1.0	2.3	1.8		-
		50 and over	0.0	2.5	1.5			0.1	2.5	1.4			0.5	2.9	1.9		
	Female	Under 30	1.1	0.5	0.7			0.8	0.9	0.9			0.9	0.7	0.8		
		30-49	0.1	0.7	0.4		-	0.2	0.4	0.3		-	0.1	2.6	1.5		-
		50 and over	0.0	0.2	0.1			0.0	0.3	0.2			0.0	0.9	0.5		
Number of employee turnover	Male	Under 30	6	12	18			7	13	20			10	16	26		
		30-49	9	36	45		-	14	38	52		-	22	36	58		-
		50 and over	27	91	118			54	88	142			54	96	150		
	Female	Under 30	2	3	5			2	2	4			1	7	8		
		30-49	1	14	15		-	1	19	20		-	1	26	27		-
		50 and over	3	16	19			1	33	34			5	30	35		
Ratio of employee turnover to employees (%)	Male	Under 30	0.4	0.5	0.5			0.4	0.6	0.5			0.6	0.7	0.7		
		30-49	0.6	1.6	1.2		-	0.8	1.8	1.4		-	1.4	1.6	1.5		-
		50 and over	1.7	4.0	3.1			3.0	4.1	3.7			3.3	4.3	3.9		
	Female	Under 30	0.1	0.1	0.1			0.1	0.1	0.1			0.1	0.3	0.2		
		30-49	0.1	0.6	0.4		-	0.1	0.9	0.5		-	0.1	1.2	0.7		-
		50 and over	0.2	0.7	0.5			0.1	1.5	0.9			0.3	1.3	0.9		
Number of resignees and reasons	Corporate circumstances		1					2					4				
	Personal circumstances		17					27					32				
	Retirement		20					25					33				
	Other		10					25					24				
Turnover rate by reasons to employees (%)	Corporate circumstances		0.1					0.1					0.2				
	Personal circumstances		1.1					1.6					2.0				
	Retirement		1.3					1.5					2.0				
	Other		0.6					1.5					1.5				
Average years of service	Male		17.7					17.9					18.2				
	Female		16.4					16.2					15.8				
Employment of foreign (non-Japanese) employees	Number		19					19					19				
	Rate (%)		1.2					1.1					1.2				
Employees with disabilities*2	Number				68					72					73		
	Rate (%)				2.4					2.5					2.6		
Labor union members*3	Number		956	95	1,051			995	25	1,020			1,007	25	1,032		
	Rate (%)		59.3	56.9	59.0			55.7	61.0	55.8			58.5	67.6	58.7		

*1 Data as of December 1 of each year. Temporary staffs are included in the number of employees.

*2 Companies eligible to employ people with disabilities.

*3 One of the domestic group companies have formed labor unions.

Employee-friendly Working Environment

		FY2021					FY2022					FY2023				
		Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group
		Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total		
Number of employees taking childcare leave	Male	24				30					32					
	Female	25		-		24		-			7		-			
Childcare leave utilization rate (%)	Male	36.5		-		51.1		-			68.1		-			
	Female	100.0		-		100.0		-			100.0		-			
Return to work rate after child care leave (%)	Male	100.0		-		100.0		-			100.0		-			
	Female	88.9		-		100.0		-			100.0		-			
Number of employees taking long-term nursing care leave	Male	0		-		0		-			2		-			
	Female	0		-		0		-			0		-			
Number of employees taking work less hours for nursing care	Male	0		-		0		-			0		-			
	Female	0		-		0		-			0		-			
Number of employees taking short-term nursing care leave	Male	9		-		11		-			9		-			
	Female	2		-		3		-			3		-			
Number of employees taking leave system due to spouse being transferred	Male	0		-		0		-			0		-			
	Female	0		-		0		-			1		-			
Number of employees taking volunteer leave	Male	1		-		0		-			0		-			
	Female	0		-		0		-			0		-			
Training hours	Managers	Male	2,025		-	1,937		-			651		-			
		Female	173		-	152		-			122		-			
	Regular employees	Male	10,920		-	13,047		-			16,690		-			
		Female	5,295		-	3,807		-			4,888		-			
	Total	18,413		-	18,943		-			22,351		-				
Training hours per person	Managers	Male	7.2		-	6.0		-			2.0		-			
		Female	24.7		-	16.8		-			13.6		-			
	Regular employees	Male	10.4		-	11.9		-			16.0		-			
		Female	23.6		-	15.4		-			19.4		-			
	Total	11.8		-	11.3		-			13.8		-				
Rate of employees subject to personnel evaluation system (%)	Managers	Male	100.0		-	100.0		-			100.0		-			
		Female	100.0		-	100.0		-			100.0		-			
	Specialist	Male	100.0		-	100.0		-			100.0		-			
		Female	100.0		-	100.0		-			100.0		-			
	Regular employees	Male	100.0		-	100.0		-			100.0		-			
		Female	100.0		-	100.0		-			100.0		-			

Safety

		FY2021					FY2022					FY2023				
		Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group	Japan			Overseas Group Companies	Kurita Group
		Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total			Kurita Water Industries Ltd.	Group Companies	Total		
Work-related accidents	Frequency rate (%)	1.05				0.53					1.94					
	Severity rate (%)	2.69		-		0.02		-			0.06		-			
	Lost-time injuries rate (%)	0.21		-		0.11		-			0.39		-			
Number of major accidents	Explosion/Fire accident	0		-		0		-			0		-			
	Leakage	0		-		0		-			0		-			
ISO45001	Number of company	0	0	0	10	10	0	0	0	13	13	0	0	0	13	13
	Company coverage rate (%)	0.0	0.0	0.0	29.4	15.4	0.0	0.0	0.0	35.1	19.1	0.0	0.0	0.0	36.1	19.4
ISO9001	Number of company	1	12	13	15	28	1	11	12	19	31	1	11	12	19	31
	Company coverage rate (%)	100.0	48.0	50.0	65.2	57.1	100.0	45.8	48.0	76.0	62.0	100.0	45.8	48.0	76.0	62.0

* There were zero fatalities due to work-related accidents among the Company's employees from fiscal 2021 to fiscal 2023.

Reference: The work-related accident frequency rate for the construction industry in 2023 was 0.79, and the severity rate was 0.09.

(Source: Ministry of Health, Labour and Welfare "Survey on Industrial Accidents")

3. Governance

			FY2021					FY2022					FY2023				
			Japan					Japan					Japan				
			Kurita Water Industries Ltd.	Group Companies	Total	Overseas Group Companies	Kurita Group	Kurita Water Industries Ltd.	Group Companies	Total	Overseas Group Companies	Kurita Group	Kurita Water Industries Ltd.	Group Companies	Total	Overseas Group Companies	Kurita Group
Number of members of the Board (persons)	Male	20's	0				0				0						
		30's	0				0				0						
		40's	0				0				0						
		50's	1			-	1			-	2				-		
		60's	5				5				6						
		70 and over	1				0				0						
		Subtotal	7				6				8						
	Female	20's	0				0				0						
		30's	0				0				0						
		40's	0				0				0						
		50's	0			-	0			-	0				-		
		60's	2				2				2						
		70 and over	0				0				0						
		Subtotal	2				2				2						
Total	9			-		8			-	10				-			
Outside directors (persons)	Male	1				1				2							
	Female	2			-	2			-	2				-			
	Total	3				3				4							
Ratio of female directors (%)	22.2			-		25.0			-	20.0				-			
Amount of R&D expenses (million yen)					5,317					5,386				6,344			
Ratio of R&D expenses to net sales (%)					2.0					1.9				1.8			
Number of operation results of Compliance Consultation Desk	8	13	21	2	23	8	22	30	1	31	14	9	23	3	26		
Number of operation results of Whistleblowing Office	0	0	0	-	0	0	0	0	-	0	0	0	0	-	0		
Cases involving violations or sanctions related to bribery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Legal actions for anti-competitive behavior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Legal actions for anti-trust practices	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Legal actions for monopoly practices	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Non-compliance with environmental laws and regulations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Incidents of non-compliance concerning the health and safety impacts of products and services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Incidents of non-compliance concerning product and service information and labeling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Incidents of non-compliance concerning marketing communications	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Non-compliance with laws and regulations in the social and economic area	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Other incidents of non-compliance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Number for cases of employee discipline or dismissal related to legal or regulatory infringements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Amount of expenses incurred for payment of fines related to legal or regulatory infringements (million yen)*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Amount of political contributions (million yen)	0					0				0							
Expenditure on Corporate Citizenship Initiatives (million yen)	183	23	206	7	213	194	21	214	9	223	214	22	236	10	246		