

The Kurita Group ESG Data

1. Environment

		FY2018					FY2019					FY2020					
		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 withdrawal (1,000 m ³)	Municipal Water	69	90	159	-	-	67	84	151	166	317	67	80	146	151	298	
	Groundwater	377	144	521	-	-	357	146	503	38	542	340	130	470	26	497	
	Surface Water + Seawater	0	0	0	-	-	0	0	0	3,135	3,135	0	0	0	1,985	1,985	
	Waste water from another organization	0	0	0	-	-	0	0	0	9	9	0	0	0	9	9	
Total		446	234	680	-	-	424	230	654	3,348	4,003	407	210	617	2,172	2,789	
Water recycling volume (1,000 m ³)		610	0.4	611	-	-	559	3	561	6	568	604	2	607	8	615	
Water discharge (1,000 m ³)	Sewage	3	75	78	-	-	4	71	75	61	136	4	67	71	92	163	
	Surface Water	350	140	490	-	-	333	137	470	3,092	3,562	354	119	473	1,957	2,430	
	Amount of water discharged to wastewater treatment facilities by industrial parks or public bodies	0	0	0	-	-	0	0	0	56	56	0	0	0	39	39	
Total		354	215	568	-	-	336	209	545	3,209	3,754	358	186	544	2,088	2,632	
GHG emissions ^{*1}	Scope1 (1,000 t)	CO ₂	3	3	6	-	-	2	3	5	5	10	2	3	5	4	9
		CH ₄	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		N ₂ O	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		HFC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		PFC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		SF ₆	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		NF ₃	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Scope2 (1,000 t-CO ₂)		8	10	18	-	-	8	11	18	9	27	8	11	18	7	26
	Scope3 (1,000 t-CO ₂)	1. Purchased goods and services 4. Upstream transportation and distribution 9. Downstream transportation and distribution					-					682					610
		2. Capital goods					-					8					19
		3. Fuel- and energy-related activities(not included in scope 1 or scope 2)					-					13					6
		5. Waste generated in operations					-					37					9
		6. Business travel					-					1					1
		7. Employee commuting					-					3					3
8. Upstream leased assets						-	Included in Scope1 and Scope2				Included in Scope1 and Scope2						
10. Processing of sold products						-					N/A					N/A	
11. Use of sold products						-					3,018					2,156	
12. End-of-life treatment of sold products						-					0					1	
13. Downstream leased assets						-					219					238	
14. Franchises						-					N/A					N/A	
15. Investments						-					N/A					N/A	
Total (1,000 t-CO ₂)		10	13	23	-	-					4,018					3,077	
GHG emissions (Figures based on disclosed data collection method through fiscal 2019 ^{*2})	Scope1 (1,000 t)	CO ₂	27	3	30	-	-	30	3	33	5	38	32	3	35	4	39
		CH ₄	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		N ₂ O	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		HFC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		PFC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		SF ₆	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		NF ₃	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Scope2 (1,000 t-CO ₂)		151	10	161	-	-	165	11	176	9	185	179	11	190	7	197	
Scope3 (1,000 t-CO ₂)						-					3,795					2,841	
Total (1,000 t-CO ₂)		179	13	192	-	-					4,018					3,077	
CO ₂ emissions intensity per unit of sales (t/million yen) ^{*3}		-	-	0.15	-	-	-	-	0.15	0.14	0.14	-	-	0.15	0.13	0.13	

*1 Effective from fiscal 2020, the Company changed the range of Scope 1, 2 and 3 data collected, in line with the GHG Protocol; historical figures have been adjusted to reflect the new method.

*2 Through fiscal 2019, the data collection method for Scope 1 and 2 included data corresponding to Scope 3; data collected based on the previous method has been provided for continuity.

*3 Data collected as defined in GHG is Scopes 1+2

1. Environment

		FY2018					FY2019					FY2020					
		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) ³	Electricity	152	195	347	-	-	154	205	358	110	469	152	210	362	96	459	
	Gas	4	0.4	4			4	0.4	4	54	58	3	0.4	4	48	52	
	Oil	36	43	79			34	41	74	30	105	32	39	71	29	100	
	Steam,Chilled water	0	0.5	0.5			0	0.4	0.4	48	49	0	0.6	0.6	29	30	
	Renewable energy	0.5	0	0.5			0.5	0	0.5	1.1	1.6	0.5	0	0.5	0.9	1.4	
	Total	193	239	431	-	-	191	247	438	244	682	188	250	438	204	642	
Energy intensity ratio (GJ/million yen) ³		-	-	2.7	-	-	-	-	2.7	2.5	2.6	-	-	2.7	1.9	2.4	
Industrial waste (1,000 t) (including hazardous or toxic waste)	Internal Waste	26	4	29	-	-	25	4	28	2	30	24	3	27	2	29	
	Waste of Construction sites in Japan (including hazardous or toxic waste)	-			-			-			-			29	12	41	-
Total		26	4	29	-	-	25	4	28	2	30	53	16	68	2	70	
Amount of recycled industrial waste (1,000 t) (including hazardous or toxic waste)		25	1	27	-	-	25	1	26	0.2	26	23	1	25	0.2	25	
Industrial waste for final disposal (incineration and landfill 1,000 t) (including hazardous or toxic waste)		0.3	2	3	-	-	0.3	2	3	1	4	0.3	2	2	1	4	
Recycling rate (%)		98.6	42.6	98.6	-	-	98.7	43.7	91.0	23.5	87.0	98.9	46.9	91.7	13.5	87.5	
Packing materials (t)		-	411	411	-	-	-	392	392	-	-	-	365	365	-	-	
Packaging materials recycled (t)		-	1,315	1,315	-	-	-	1,307	1,307	-	-	-	1,291	1,291	-	-	
Materials for chemicals (1,000 t)		21	N/A	21	-	-	21	N/A	21	-	-	21	N/A	21	-	-	
Production of chemicals (1,000 t)		N/A	35	35	-	-	N/A	34	34	-	-	N/A	34	34	-	-	
Emissions of ozone-depleting substances		N/A			N/A			N/A			N/A			N/A			
NOx emissions (kg)		0.5	0.5	1.0	-	-	0.6	0.5	1.0	-	-	0.5	0.3	0.8	-	-	
SOx emissions (kg)		0.2	0.2	0.4	-	-	0.2	0.2	0.3	-	-	0.2	0.1	0.3	-	-	
Emissions of hazardous air pollutants (g)		0	0	0	-	-	0	0	0	-	-	0	0	0	-	-	
Emissions of PRTR-regulated substances (t)		N/A	0.5	0.5	N/A	0.5	N/A	0.6	0.6	N/A	0.6	N/A	0.6	0.6	N/A	0.6	
Volatile organic compounds (VOC) emissions (g)		N/A			-			N/A			-			N/A			
Soot and dust emissions (g)		N/A			-			N/A			-			N/A			
Soil and groundwater pollution	Business Sites Where Soil or Groundwater Contamination Has Been Found	N/A			N/A			N/A			N/A			N/A			
	Substance	N/A			N/A			N/A			N/A			N/A			
Number for major violations of environmental laws		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	22	1	4	5	12	17	1	4	5	13	18	
	Number of certified sites	6	-	-	-	-	6	22	28	21	49	5	21	26	20	46	
	Company coverage rate (%)	100.0	18.2	21.7	-	-	100.0	19.0	22.7	54.5	38.6	100.0	18.2	21.7	59.1	40.0	
	Certified sites coverage rate (%)	11.5	-	-	-	-	11.8	27.5	21.4	37.5	26.2	9.8	25.9	19.7	35.7	24.5	

*1 Effective from fiscal 2020, the Company changed the range of Scope 1, 2 and 3 data collected, in line with the GHG Protocol; historical figures have been adjusted to reflect the new method.

*2 Through fiscal 2019, the data collection method for Scope 1 and 2 included data corresponding to Scope 3; data collected based on the previous method has been provided for continuity.

*3 Data collected as defined in GHG is Scopes 1+2

2. Social
Employees

			FY2018					FY2019					FY2020				
			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	138				166				141						
		30's	344				357				350						
		40's	485				493				446						
		50's	331		-		306		-		366			-			
		60's	13				16				20						
		70 and over	1				1				0						
		Total	1,312				1,339				1,323						
	Female	20's	45				57				49						
		30's	44				42				55						
		40's	83				83				74						
		50's	31		-		28		-		38			-			
		60's	1				0				2						
		70 and over	0				0				0						
		Total	204				210				218						
Total			1,516	2,251	3,767	2,244	6,011	1,549	2,268	3,817	2,796	6,613	1,541	2,291	3,832	2,905	6,737
Number of temporary staff			391	209	600	143	743	472	229	701	160	861	470	219	689	133	822
Number of management staff*1	Male		277	283	560	286	846	276	285	561	312	873	278	297	575	383	958
	Female		2	14	16	54	70	3	13	16	65	81	6	12	18	84	102
	Total		279	297	576	340	916	279	298	577	377	954	284	309	593	467	1,060
Ratio of Female employees (%)*1	Management staff		0.7	4.7	2.8	15.9	7.6	1.1	4.4	2.8	17.2	8.5	2.1	3.9	3.0	18.0	9.6
	Employees		13.6	27.4	22.3	24.4	23.1	14.1	28.2	23.0	25.9	24.1	14.5	27.9	23.0	24.7	23.7
Number of employees hired	Male	Under 30	28	45	73			30	63	93			30	66	96		
		30-49	12	44	56		-	19	50	69		-	15	51	66		-
		50 and over	12	47	59			13	61	74			7	68	75		
	Female	Under 30	11	16	27			12	14	26			10	23	33		
		30-49	3	57	60		-	0	62	62		-	3	56	59		-
		50 and over	0	7	7			0	16	16			1	13	14		
Ratio of new employment to employees (%)	Male	Under 30	1.8	2.3	4.1			1.9	2.8	4.7			1.9	1.7	3.6		
		30-49	0.8	2.2	3.0		-	1.2	2.2	3.4		-	0.9	1.3	2.2		-
		50 and over	0.8	2.4	3.2			0.8	2.7	3.5			0.4	1.8	2.2		
	Female	Under 30	0.7	0.8	1.5			0.8	0.6	1.4			0.6	0.6	1.2		
		30-49	0.2	2.9	3.1		-	0.0	2.7	2.7		-	0.2	1.5	1.7		-
		50 and over	0.0	0.4	0.4			0.0	0.7	0.7			0.1	0.3	0.4		
Number of retired employees	Male	Under 30	5	18	23			6	37	43			3	37	40		
		30-49	21	42	63		-	8	43	51		-	8	43	51		-
		50 and over	46	125	171			39	116	155			40	116	156		
	Female	Under 30	2	10	12			1	21	22			0	21	21		
		30-49	3	44	47		-	4	55	59		-	2	55	57		-
		50 and over	3	39	42			3	20	23			5	20	25		
Ratio of retired employees to employees (%)	Male	Under 30	0.3	0.9				0.4	1.1				2.1	1.0			
		30-49	1.4	2.1		-		0.5	2.6		-		1.0	1.1		-	
		50 and over	3.0	6.3				2.5	4.5				10.4	3.0			
	Female	Under 30	0.1	0.5				0.1	0.8				0.0	0.5			
		30-49	0.2	2.2		-		0.3	1.9		-		0.0	1.4		-	
		50 and over	0.2	2.0				0.2	1.9				0.1	0.5			
Number of resignees and reasons	Corporate circumstances		0					0					0				
	Personal circumstances		18					19					10				
	Retirement		30					30					29				
	Other		32					12					19				
Turnover Rate by reasons to employees (%)	Corporate circumstances		0.0					0.0					0.0				
	Personal circumstances		1.2					1.2					0.6				
	Retirement		2.0					1.9					1.9				
	Other		2.1					0.8					1.2				
Average Years of Service	Male							-					17.3				
	Female							17.1					16.8				
Employment of foreign (non-Japanese) employees	Number		16					19					16				
	Rate (%)		1.1					1.2					1.0				
Employees with disabilities*2	Number				32.0					45.5					43.5		
	Rate (%)				2.3					2.3					2.2		
Labor union members*3	Number		943	69	1,012			956	84	1,040			956	89	1,045		
	Rate (%)		61	51				62	55				60	57			

*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 Two of the domestic group companies have formed labor unions.

Employee-friendly Working Environment

		FY2018					FY2019					FY2020				
		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	1		-		6		-		21		-				
	Female	23				25				25						
Childcare leave utilization rate (%)	Male	2.0		-		6.0		-		28.3		-				
	Female	100.0				100.0				100.0						
Return to work rate after child care leave	Male	100.0		-		100.0		-		100.0		-				
	Female	100.0				96.0				100.0						
Number of employees taking long-term nursing care leave	Male	0		-		1		-		1		-				
	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	7		-		10		-		9		-				
	Female	4				5				7						
Number of employees taking leave system due to spouse being transferred	Male	0		-		0		-		0		-				
	Female	3				2				2						
Number of employees taking volunteer leave	Male	0		-		3		-		1		-				
	Female	1				2				2						
Training hours	Managers	Male	2,258		-	1,118		-		1,920		-				
		Female	53			45				210						
	Regular employees	Male	9,874		-	20,858		-		18,593		-				
		Female	1,988			4,590				3,842						
	total		14,173		-	26,611		-		24,564		-				
Training hours per person	Managers	Male	8.2		-	4.1		-		6.9		-				
		Female	13.3			15.0				35.0						
	Regular employees	Male	9.3		-	19.6		-		17.8		-				
		Female	9.9			22.2				18.1						
	total		9.9		-	17.2		-		15.9		-				
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	99.0		-	100.0		-		100.0		-				
		Female	100.0			100.0				100.0						

Safety

		FY2018					FY2019					FY2020				
		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 (%)	1.17		-		1.31		-		0.69		-				
	Severity rate (%)	0.02				0.11				0.06						
	Lost-time injuries rate (%)	-				0.21				0.22						
Number of major accidents	Explosion/Fire accident			-		0		-		0		-				
	Leakage					0				0						
OHSAS18001	Number of company	0	0	0	4	0	0	0	6	4	0	0	0	8	8	
	Number of certified sites	0	0	0	-	0	0	0	-	0	0	0	16	16		
	Company coverage rate (%)	0.0	0.0	0.0	22.2	14.8	0.0	0.0	0.0	33.3	14.8	0.0	0.0	44.4	29.6	
	Certified sites coverage rate (%)	0.0	0.0	0.0	-	-	0.0	0.0	0.0	-	-	0.0	0.0	48.5	23.9	
ISO9001	Number of company	1	4	5	15	18	1	4	5	15	20	1	6	7	16	23
	Number of certified sites	3	-	-	-	-	3	25	28	28	56	3	28	31	29	60
	Company coverage rate (%)	100.0	50.0	55.6	83.3	66.7	100.0	50.0	55.6	83.3	74.1	100.0	75.0	77.8	88.9	85.2
	Certified sites coverage rate (%)	60.0	-	-	-	-	60.0	86.2	82.4	84.8	83.6	60.0	96.6	91.2	87.9	89.6

* There were zero fatalities due to work-related accidents among the Company's employees from fiscal 2018 to fiscal 2020.
Reference: The work-related accident frequency rate for the construction industry in 2019 was 0.80, and the severity rate was 0.18.
(Source: Ministry of Health, Labour and Welfare "Survey on Industrial Accidents")

3. Governance

			FY2018					FY2019					FY2020				
			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 members of the Board (persons)	Male	20's	0			0			0			0					
		30's	0			0			0			0					
		40's	0			0			0			0					
		50's	4		-	5			5			2			-		
		60's	4			5			5			6					
		70 and over	1			1			1			1					
		Total	9			11			9			11					
	Female	20's	0			0			0			0					
		30's	0			0			0			0					
		40's	0			0			0			0					
		50's	0		-	0			0			0			-		
		60's	1			1			1			2					
		70 and over	0			0			0			0					
		Total	1			1			1			2					
Total	10			12			11			11							
Outside directors (persons)	Male	1			1			1			1						
	Female	1		-	1			1		-	2			-			
	Total	2			2			2			3						
Ratio of Female (%)		10.0		-	8.3			-		18.2			-				
Amount of R&D expenses (million yen)		5,258					5,490					5,693					
Ratio of R&D expenses to net sales (%)		2.2					2.1					2.2					
Number of operation results of Compliance Consultation Desk		6	20	26	1	27	8	19	27	4	31	13	10	23	4	27	
Number of operation results of Whistleblowing Office		1	-	1	-	1	0	-	0	-	0	0	0	0	-	0	
Number for violations of laws	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 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	1	1	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	2.5*	2.5*	0	0	0	0	0	
Amount of political contributions (million yen)		0		-		0		-		0		-		0			
Expenditure on Corporate Citizenship Initiatives (million yen)		165			-	194			-	190		33	223	30	253		

*Fine of CNY150,000 converted at the exchange rate on March 29, 2019 of CNY1 = JPY16.515675