


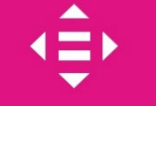











## Goals and Performances in Materialities in FY 2022

NFC VISION 2030	Materialities	Initiatives	KPIs (Key Performance Indicators)	Numerical Goals ※1	Performance in FY 2022 ※1	SDGs
Sustaining the KIREI of the future through diversity-driven innovation	Human Rights	Be a company where female can play an active role	- Ratio of female employees - Ratio of females in management	- With the aim of having 30% or more ratio of females in management by the 2030s, the goals are to have 20% or more ratio of female employees, as well as 15% or more ratio of females in management and management candidate by FY 2027.	- Ratio of females in management: 0% - Ratio of female employees: 15% - Ratio of females in management and management candidate: 7%	   
		Be a workplace where people can work equally regardless of disability	- Ratio of disabled people hired	- The goal is to have 2.3% or more ratio of disabled people hired by the end of FY 2023.	- Ratio of disabled people hired: 2.67%	
		Achieve work-life balance by supporting child-rearing and long-term care	- Ratio of child-care leave taken - Specific measures for long-term care	- The goal is to take 70% or more ratio of child-care leave by the end of FY 2025. - The specific measures for long-term care are considered.	- Ratio of child-care leave taken: 38%	
Sustaining the KIREI of the Earth through sustainable manufacturing	Environment	Develop products that can be co-existed with environment	- Amount of R&D investment - Number of patents	- The goal is to have 750 million yen of research and development investment in FY 2022. - The goal is to apply 75 patents over the five years between FY 2022 and 2026.	- Amount of R&D investment: 780 million yen - Number of patents: 16	      
		Reduce emissions of substances targeted by the PRTR System	- Amount of emissions of substances targeted by the PRTR System	- With the aim to reduce the amount of movement by 50% or more compared to FY 2020 by the end of FY 2030, the specific studies are carried out.	- Amount of movement of substances targeted by the PRTR System: 33% increase	
		Contribute to achieving a carbon-neutral society	- Amount of greenhouse gas emissions - Amount of renewable energy used	- The specific studies are carried out to meet the government target of reducing CO2 emissions in the industrial sector by 38% of FY 2013 levels by 2030, based on the goal of achieving carbon neutrality by 2050. - The goal is to achieve 100% renewable energy for purchased electricity by the end of FY 2023.	- Amount of greenhouse gas emissions: 33% reduction - Amount of renewable energy used: 100%	
		Reduce industrial waste and promote resource recycling	- Amount of industrial waste generated - Recycling rate	- The specific studies are carried out to reduce the generated amount of industrial waste by 20% or more compared to FY 2019 by the end of FY 2030. - The specific studies are carried out to achieve 90% or more recycling rate by the end of FY 2030.	- Amount of industrial waste generated: 30% increase - Recycling rate: 69%	
		Strengthen the effective use of water resources	- Amount of water used - Amount of effluent	- The specific studies are carried out to reduce the used amount of water by 10% or more compared to FY 2019 by the end of FY 2030. - The specific studies are carried out to reduce the amount of effluent by 10% or more compared to FY 2019 by the end of FY 2030.	- Amount of water used: 15% reduction - Amount of effluent: 18% reduction	
Sustaining the KIREI of communities through compliance, safety, and actions that ensure peace of mind	Compliance	Strengthen compliance	- Rate of compliance training session attendance	- The goal is to achieve 100% attendance rate of compliance training session.	- Rate of compliance training session attendance: 100%	 
	Occupational Health and Safety	Prevent workplace accidents and ensure health and safety for workers	- Number of workplace accidents - Rate of training session attendance (chemical substance, safety training) - Rate of stress check implementation	- The goal is to achieve zero occurrence of workplace accidents every fiscal year. - The goal is to achieve 100% attendance rate of trainee session for chemical substances/safety training, etc. every fiscal year. - The goal is to achieve 85% or more implementation rate of stress check every fiscal year.	- Number of workplace accidents: 6 - Rate of training session attendance (chemical substance, safety training): 100% - Rate of stress check implementation: 93%	
	Product Safety & Quality	Contribute to society through safe and reliable products	- Number of quality claims	-The goal is to reduce the number of quality claims by 50% from that of previous fiscal year in each fiscal year.	- Number of quality claims: 45% reduction	

※1 The goals and the performances are of Nippon Fine Chemical alone.