

# Non-Financial Key Data

Supplementary explanation regarding the period covered:

Although the accounting period for FY2022 is the nine-month period from April to December, the 12-month period from January to December is included for the purpose of ensuring comparability.

Supplemental explanation of coverage:

The consolidated coverage rate for “non-consolidated” in the social data is approximately 15.8%, while that for “domestic consolidated” is approximately 50.9% (both calculated based on FY2023 results and number of employees).

## Environment

### Addressing Climate Change

		Unit	2019	2020	2021	2022	2023
GHG Emissions (Scope 1)	Total	t-CO <sub>2</sub>	39,765	36,572	37,418	38,419	36,272
	Consolidated Coverage	%	85.9	85.9	92.6	91.1	92.3
GHG Emissions (Scope 2)	Total*1	t-CO <sub>2</sub>	149,374	144,092	156,518	151,681	120,631
	Consolidated Coverage	%	85.9	85.9	92.6	91.1	92.3
GHG Emissions (Scope 1, 2 total)	Total*1	t-CO <sub>2</sub>	189,140	180,664	193,936	190,100	156,903
	Consolidated Coverage	%	85.9	85.9	92.6	91.1	92.3
GHG Emissions (Scope 3)	Cat-01 Raw Materials*2	t-CO <sub>2</sub>	313,670	356,805	351,365	406,638	1,095,515
	Cat-02 Capital Goods	t-CO <sub>2</sub>	165,751	128,805	154,343	147,464	140,793
	Cat-03 Energy Usage	t-CO <sub>2</sub>	20,162	20,280	21,349	26,955	26,712
	Cat-04 Logistics (upstream)	t-CO <sub>2</sub>	11,562	11,046	11,082	11,045	10,160
	Cat-05 Waste Treatment	t-CO <sub>2</sub>	6,958	5,767	5,578	5,355	5,405
	Cat-06 Business Trips	t-CO <sub>2</sub>	2,120	2,171	3,761	3,277	3,289
	Cat-07 Employee Commuting	t-CO <sub>2</sub>	6,006	6,179	11,138	11,322	12,264
	Cat-08 Lease Asset (upstream)	t-CO <sub>2</sub>	0	0	0	0	0
	Cat-09 Logistics (downstream)	t-CO <sub>2</sub>	0	0	0	—	—
	Cat-10 Processing of Products to Be Sold	t-CO <sub>2</sub>	0	0	0	—	—
	Cat-11 Use of Sold Products	t-CO <sub>2</sub>	225,549,245	123,029,056	136,614,107	79,946,933	75,463,187
	Cat-12 Disposal of Unsold Products	t-CO <sub>2</sub>	0	0	0	—	—
	Cat-13 Lease asset (downstream)	t-CO <sub>2</sub>	0	0	0	—	—
	Cat-14 Franchise	t-CO <sub>2</sub>	—	—	—	—	—
	Cat-15 Investment	t-CO <sub>2</sub>	2,060	2,060	2,422	2,873	3,780
	Total	t-CO <sub>2</sub>	226,077,535	123,562,169	137,175,145	80,561,862	76,761,104
	Consolidated Coverage	%	97.9	96.8	96.5	94.6	94.6
CO <sub>2</sub> Emission Intensity	Results	t-CO <sub>2</sub> /¥ million	0.22	0.21	0.21	0.22	0.15
	Consolidated Coverage	%	85.9	85.9	92.6	91.1	92.3
Energy Consumption	Fuel Consumption	MWh	202,668	187,335	192,766	196,579	174,657
	Electricity Usage	MWh	291,974	286,913	303,676	307,192	309,077
	Water Chilling/Heating	MWh	6,582	9,307	10,249	9,306	10,686
	Total	MWh	501,223	483,555	506,691	513,077	494,421
	Consolidated Coverage	%	85.9	85.9	92.6	91.1	92.3
Renewable Energy Consumption	Total	MWh	323	1,230	1,298	14,203	72,617
	Consolidated Coverage	%	85.9	85.9	92.6	91.1	92.3

\*1 Emissions data for Japan included in Scope 2 is calculated on a market basis

\*2 The scope of calculation will be expanded from FY2023

### Environmental Management

		Unit	2019	2020	2021	2022	2023
ISO 14001 Certification Status	Number of Certifications Acquired	Instances	56	58	58	57	61
	Acquisition Rate	%	80.1	80.6	79.4	75.2	79.8
Serious Violations of Environmental Laws and Regulations*3	Number of Cases	Instances	0	0	0	0	0
	Consolidated Coverage	%	80.1	80.6	79.4	75.2	79.8

\*3 Cases with fines and penalties of US\$10,000 or higher

### Water Resources Preservation

		Unit	2019	2020	2021	2022	2023	
Water Consumption	Municipal Water Supply	Tap Water	thousand m <sup>3</sup>	760	725	737	736	698
		Industrial Water	thousand m <sup>3</sup>	622	610	618	613	604
	Fresh Water		thousand m <sup>3</sup>	0	0	0	0	0
	Ground Water		thousand m <sup>3</sup>	183	163	185	161	135
	Total		thousand m <sup>3</sup>	1,565	1,498	1,541	1,510	1,436
	Consolidated Coverage		%	80.6	77.1	76.5	80.2	82.0
Wastewater Discharge	Total	thousand m <sup>3</sup>	454	478	460	434	934	
	Consolidated Coverage	%	51.3	51.6	47.5	43.6	49.3	

## Pollution Prevention and Waste Management

		Unit	2019	2020	2021	2022	2023	
Volume of Waste Disposed	Waste Generation	t	64,165	60,866	62,591	58,403	56,615	
	Recycled Volume (Total Amount of Recovered and Reused Waste, etc.)	t	24,860	29,686	25,843	24,431	26,389	
	Amount of Waste Incinerated Followed by Energy Recovery	t	4,048	2,497	2,702	2,506	2,335	
	Amount of Waste Incinerated Not Followed by Energy Recovery	t	1,904	290	224	386	343	
	Final Disposal Volume	t	8,234	1,235	1,294	1,004	1,106	
	Consolidated Coverage	%	85.6	85.5	84.2	84.5	85.9	
Volume of Harmful Waste Disposed	Waste Generation	t	303	818	708	693	650	
	Amount of Waste Incinerated Followed by Energy Recovery	t	—	235	222	209	145	
	Amount of Waste Incinerated Not Followed by Energy Recovery	t	—	168	118	46	30	
	Target		SHI Group (Japan)				SHI Group (Japan)	
Volume of Volatile Organic Compounds (VOC)	Total	t	717	640	623	636	544	
	Consolidated Coverage	%	87.8	88.6	86.0	87.2	86.6	
	Breakdown of domestic	Toluene	t	122	99	100	91	69
		Xylene	t	301	262	258	280	211
Ethylbenzene		t	155	158	149	154	163	
Volume of NOx Emissions	Total	t	3.7	4.1	3.3	3.9	2.5	
	Consolidated Coverage	%	49.1	46.9	45.3	43.8	49.3	
Volume of SOx Emissions	Total	t	0.64	0.50	0.18	0.15	0.15	
	Consolidated Coverage	%	49.1	46.9	45.3	43.8	49.3	
Discharge into Water	COD	t	1.8	1.6	1.5	1.5	1.4	
	T-N	t	6.8	6.6	6.2	5.6	4.9	
	T-P	t	0.5	0.5	0.5	0.5	0.4	
	Total	t	9.0	8.7	8.1	7.6	6.6	
	Consolidated Coverage	%	51.3	51.6	47.5	43.6	49.3	

## Social

### Employee Data

		Unit	2019	2020	2021	2022	2023
Employees (consolidated)	Male	Number of employees	—	—	—	20,138	21,256
	Female	Number of employees	—	—	—	4,120	4,228
	Ratio of women	%	—	—	—	17.0	16.6
	Total	Number of employees	23,635	24,050	24,584	24,258	25,484
Employees (SHI)	Male	Number of employees	2,719	2,960	2,965	3,350	3,497
	Female	Number of employees	349	396	405	499	536
	Ratio of women	%	11.4	11.8	12.0	13.0	13.3
	Total	Number of employees	3,068	3,356	3,370	3,849	4,033
Managers	Male	Number of employees	835	904	916	3,290	3,355
	Female	Number of employees	14	17	22	220	247
	Ratio of women	%	1.6	1.8	2.3	6.3	6.9
	Total	Number of employees	849	921	938	3,510	3,602
Assistant Managers	Target		Non-consolidated			Consolidated	Consolidated
	Male	Number of employees	—	—	—	1,786	1,850
	Female	Number of employees	—	—	—	174	183
	Ratio of women	%	—	—	—	8.9	9.0
	Total	Number of employees	—	—	—	1,960	2,033
	Target		—			Consolidated	Consolidated
Employees by Age Group	Under 30	Number of employees	523	551	529	4,452	4,622
	30–39	Number of employees	777	889	869	6,868	7,136
	40–49	Number of employees	778	831	839	5,835	6,144
	50–59	Number of employees	777	852	872	5,049	5,414
	Above 60	Number of employees	213	233	261	2,054	2,168
	Total	Number of employees	3,068	3,356	3,370	24,258	25,484
Average Length of Service by Gender	Target		Non-consolidated			Consolidated	Consolidated
	Male	Years	16.8	16.6	16.6	14.4	14.5
	Female	Years	11.9	11.9	12.1	10.5	11.2
	Total	Years	16.2	16.1	16.1	14.2	14.1
	Target		Non-consolidated			Japanese consolidated	Japanese consolidated
	Target		Non-consolidated			Non-consolidated	Non-consolidated
Employment Ratio of Disabled People	Total	%	2.39	2.32	2.36	2.39	2.52
	Target		Non-consolidated			Non-consolidated	Non-consolidated

# Non-Financial Key Data

## Employee Data

	Unit	2019	2020	2021	2022	2023	
Percentage of Employees Covered by Collective Bargaining Agreements	Total	63.4	64.2	60.4	63.4	63.9	
	Target	Non-consolidated				Non-consolidated	
Rounds of Collective Bargaining (Labor-Management Consultations) with Labor Unions	Total	—	—	106	74	103	
	Target	Non-consolidated				Non-consolidated	
New Graduate Hires	Male	Number of employees	129	139	119	236	262
	Female	Number of employees	30	22	31	35	46
	Ratio of women	%	18.9	13.7	20.7	12.9	14.9
	Total	Number of employees	159	161	150	271	308
	Target	Non-consolidated				Japanese consolidated	Japanese consolidated
Career Hires	Male	Number of employees	97	59	90	299	386
	Female	Number of employees	11	7	8	40	52
	Ratio of women	%	10.2	10.6	8.2	11.8	11.9
	Total	Number of employees	108	66	98	339	438
	Ratio of Mid-career Hires to Full-time Workers	%	40.4	29.1	39.5	55.6	58.7
Target	Non-consolidated				Japanese consolidated	Japanese consolidated	
Wage Difference Between Men and Women*4	Full-Time Employees	%	—	—	—	70.6	72.8
	Non-Full-Time Employees	%	—	—	—	66.3	69.8
	All Workers	%	—	—	—	68.6	70.2
Target	Non-consolidated				Japanese consolidated	Japanese consolidated	
Total Turnover Rate	Male	%	—	—	2.4	2.7	3.7
	Female	%	—	—	4.2	3.1	3.3
	Total	%	2.5	2.4	2.6	2.7	3.7
Target	Non-consolidated				Japanese consolidated	Japanese consolidated	
Turnover Rate for Personal Reasons	Male	%	—	—	2.1	2.0	3.0
	Female	%	—	—	3.0	2.3	2.7
	Total	%	2.2	1.6	2.2	2.0	3.0
Target	Non-consolidated				Japanese consolidated	Japanese consolidated	
Working Hours Per Year	Total	Hours	1,989	1,975	1,987	1,972	1,972
	Target	Non-consolidated (general employees)				Japanese consolidated (general employees)	Japanese consolidated (general employees)
Employee Awareness Survey Results	Percentage of Highly Engaged Employees	%	—	49	—	48	—
	Target	SHI and 30 consolidated subsidiaries				SHI and 30 consolidated subsidiaries*5	—
Percentage of Employees Taking Paid Vacations	Total	%	75.9	73.6	68.6	75.3	79.0
	Target	Non-consolidated (general employees)				Japanese consolidated (general employees)	Japanese consolidated (general employees)
Childcare Leave Utilization Ratio	Male	%	85.8	71.4	68.9	69.2	85.5
	Female	%	100	100	100	100	97.7
	Total	%	86.8	75.4	72.0	71.9	87.1
Target	Non-consolidated				Japanese consolidated	Japanese consolidated	
Average Number of Days of Childcare Leave Taken by Male Employees	Total	Days	11.4	11.0	33.3	23.1	30.8
	Target	Non-consolidated				Japanese consolidated	Japanese consolidated
Employees Utilizing Shortened Working Hours for Employees with Childcare Needs	Male	Number of employees	—	—	—	7	7
	Female	Number of employees	—	—	—	82	89
	Total	Number of employees	—	—	—	89	96
Target	Non-consolidated				Japanese consolidated	Japanese consolidated	
Annual Training Hours Per Employee*6	Total	Hours	—	—	4.2	11.1	10.9
	Target	Non-consolidated				Japanese consolidated	Japanese consolidated
Annual Training Expenses Per Employee	Total	Yen	—	49,230	79,228	53,222	69,305
	Target	Non-consolidated				Japanese consolidated	Japanese consolidated

\*4 Female wages as a % of male wages

\*5 Consolidated coverage is approximately 46.1% (based on headcount)

\*6 Calculated based on key training programs organized by the Human Resources Group (Head Office)

## Occupational Health and Safety/Health Management

	Unit	2019	2020	2021	2022	2023	
Fatalities	Total	Number of employees	0	0	0	0	
	Target	Non-consolidated				Consolidated	Consolidated
Occupational Accident Frequency Rate (employees)	Frequency rate	%	0.0	0.0	0.3	0.4	0.7
	Target	Non-consolidated				Non-consolidated	
Occupational Accident Frequency Rate (employees and contract workers)	Frequency rate	%	0.2	0.2	0.6	0.5	0.7
	Target	Non-consolidated				Non-consolidated	
Percentage of Companies with ISO 45001 Certification	Total	%	—	33.3	50.0	66.6	66.6
	Target	Domestic Main Works				Domestic Main Works	
Percentage of Smokers	Total	%	27.9	27.7	26.6	23.1	23.4
	Target	Non-consolidated				Non-consolidated	

## CSR Activities

		Unit	2019	2020	2021	2022	2023
Social Contribution Expenditures	Total	¥ million	35	301	33	26	15.6
	Target		Non-consolidated	Non-consolidated	Non-consolidated	Non-consolidated	Non-consolidated

## Supply Chain Management

		Unit	2019	2020	2021	2022	2023
Supplier Status by Region (procurement amount ratio)	Japan	%	69.7	72.7	68.9	62.2	67.3
	China		10.7	10.9	12.1	12.0	9.3
	South Korea		2.8	2.5	2.4	2.4	2.7
	Taiwan		0.2	0.2	0.3	0.3	0.4
	Asia, etc.		5.1	4.7	6.3	8.3	7.1
	North America and Latin America		6.0	3.5	3.4	6.9	5.4
	Europe		5.5	5.5	6.6	7.7	7.7
	Other Areas		0.0	0.0	0.0	0.0	0.1
Suppliers	Number of Tier 1 Suppliers	Companies	7,559	7,537	7,481	6,230	5,658
Supplier Survey	Number of Surveys	Companies	288	288	409	409	409
	Implementation Rate	%	3.8	3.8	5.5	6.6	7.2
% of Purchasing Division Employees Who Received Sustainable Procurement Training		%	—	—	—	9.5	89.8
	Target		—	—	—	SHI and 9 consolidated subsidiaries	SHI and 16 consolidated subsidiaries

## Product Safety and Product Quality

		Unit	2019	2020	2021	2022	2023
ISO 9001 Certification Acquisition Rate of Major Production and Business Divisions		%	—	—	—	93	94
Number of Serious Legal Violations Related to Product Safety		Instances	0	0	0	0	0

## Governance

### Corporate Governance

		Unit	2019	2020	2021	2022	2023	2024
Composition of Directors*7	Total Number	Number of directors	9	10	9	9	11	11
	Executive Directors	Number of directors	7	7	6	6	7	7
	Non-executive Directors	Number of directors	2	3	3	3	4	4
	External Directors	Number of directors	2	3	3	3	4	4
	Female Directors	Number of directors	0	0	0	0	1	2
	Non-Japanese Directors	Number of directors	0	0	0	0	0	0
Average Attendance Rate at Board of Directors Meetings	Average	%	100	99.2	98.5	96.6	100	—
Average Tenure of Directors*7	Average	Years	4.3	4.0	4.7	3.8	3.7	3.9
Composition of Corporate Auditors*7	Total Number	Number of directors	4	4	4	4	4	4
	External Corporate Auditors	Number of directors	2	2	2	2	2	2
	Female Corporate Auditors	Number of directors	0	0	1	1	1	1
	Non-Japanese Corporate Auditors	Number of directors	0	0	0	0	0	0
Average Attendance Rate at Board of Corporate Auditors Meetings	Average	%	—	—	100	100	100	—

\*7 Information that was current as of the end of the General Meeting of Shareholders for each year is shown

### Business Ethics

		Unit	2019	2020	2021	2022	2023	
Compliance Education by E-learning*8	Total	Number of employees	12,838	14,599	14,489	—	12,503	
	Implementation Rate (% of all employees who have completed the program)	%	54.3	60.7	58.9	—	49.1	
Employees Who Submitted the Compliance Pledge*9	Total	Number of employees	2,745	2,852	3,217	3,217	3,392	
	Submission Rate (% of all employees who submitted the pledge)	%	11.6	11.9	13.1	13.3	13.3	
Number of Cases Reported to Ethics Hotline	Total	Instances	125	143	156	136	349	
	Breakdown	Harassment	Instances	—	50	71	61	151
		HR and Labor	Instances	—	50	38	41	131
		Violations of Company Regulations and Rules	Instances	—	17	13	14	16
		Other matters	Instances	—	26	34	20	51
Cases for Which Corrections Were Made	Instances	—	59	71	41	114		
Amount of Political Donations	Total	¥ million	—	1.5	1.5	1.5	1.5	
	Target		—		Non-consolidated		Non-consolidated	

\*8 Employees in Japan are eligible to take the course

\*9 Employees in key management positions in Japan are eligible to submit the application