

The Kurita Group ESG Data

A collection of data related to the environment, society, and governance.

1. Environment^{*1*15}

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

				FY2022						FY2023						FY2024					
				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)	All areas	Surface water		0	0	0	1,798	1,798		0	0	0	1,713	1,713		0	0	0	1,500	1,500	
			Rainwater	0	0	0	0	0		0	0	0	0	0		0	0	0	0	0	
		Groundwater		387	260	647	18	665	572	238	809		17	826	619	173	792	15	806		
		Seawater		0	0	0	0	0		0	0	0	0	0		0	0	0	0	0	
		Produced water		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
		Third-party water	Municipal Water	70	148	217	155	373	37	138	175	245	420	39	132	171	265	435			
			Water discharge from other organizations	0	0	0	11	11	0	0	0	8	8	0	0	0	9	9			
			Surface water	26,267	0	26,267	0	26,267	26,042	0	26,042	0	26,042	25,567	0	25,567	0	25,567			
			Groundwater	1,881	0	1,881	0	1,881	1,837	0	1,837	0	1,837	1,138	0	1,138	0	1,138			
			Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
			Produced water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
			Subtotal	28,219	148	28,366	166	28,532	27,917	138	28,055	252	28,307	26,743	132	26,875	274	27,149			
		Total		28,606	407	29,013	1,982	30,995	28,488	376	28,864	1,982	30,847	27,362	304	27,667	1,789	29,455			
		Only ultrapure water supply business sites		28,150	0	28,150	0	28,150	27,882	0	27,882	0	27,882	26,706	0	26,706	0	26,706			
		Others		455	407	863	1,982	2,845	606	376	982	1,982	2,965	656	304	961	1,789	2,749			
	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	14	14	0	0	0	48	48	0	0	0	119	119			
			Water discharge from other organizations	0	0	0	0	0	0	0	0	0	0	0	0	0	9	9			
			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	14	14	0	0	0	48	48	0	0	0	128	128			
		Total		0	0	0	17	17	0	0	0	51	51	0	0	0	131	131			
		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	0.85	0.59	0.00	0.00	0.00	2.58	1.73	0.00	0.00	0.00	7.33	4.77			
Water discharge (1,000 m ³)	All areas	Surface water		8,232	325	8,557	1,772	10,329	8,239	292	8,532	1,546	10,077	8,618	223	8,841	1,502	10,344			
		Groundwater		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
		Seawater		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
				17,044	63	17,108	108	17,216	16,623	66	16,689	179	16,868	14,917	65	14,982	206	15,188			
		Third-party water																			
			Third-party water sent for use to other organizations	17,044	63	17,108	108	17,216	16,623	66	16,689	179	16,868	14,917	65	14,982	206	15,188			
		Total		25,276	389	25,665	1,880	27,545	24,862	359	25,221	1,725	26,946	23,535	288	23,823	1,708	25,531			
		Only ultrapure water supply business sites		24,879	0	24,879	0	24,879	24,340	0	24,340	0	24,340	22,968	0	22,968	0	22,968			
		Others		397	389	786	1,880	2,666	522	359	881	1,725	2,605	567	288	855	1,708	2,563			
	All areas with water stress ^{*2}			0	0	0	11	11	0	0	0	35	35	0	0	0	87	87			
Water consumption (1,000 m ³)	All areas Water withdrawal	合計		3,329	19	3,348	102	3,450	3,626	17	3,644	257	3,901	3,828	16	3,844	81	3,924			
		Only ultrapure water supply business sites		3,271	0	3,271	0	3,271	3,542	0	3,542	0	3,542	3,738	0	3,738	0	3,738			
		Others		58	19	77	102	179	84	17	102	257	359	89	16	105	81	186			
	- Water discharge		Change in water storage, if water storage has been identified as having a significant water-related impact	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Water withdrawal ^{*3} (1,000 m ³)	All areas with water stress ^{*2}			0	0	0	5	5	0	0	0	16	16	0	0	0	45	45			
	Municipal Water			68	148	216	155	371	35	138	173	245	417	37	132	169	265	434			
		Groundwater		387	260	647	18	665	572	238	809	17	826	619	173	792	15	806			
		Surface Water + Seawater		0	0	0	1,798	1,798	0	0	0	1,713	1,713	0	0	-	1,500	1,500			
		Waste water from another organization		0	0	0	11	11	0	0	0	8	8	0	0	0	9	9			
Water recycling volume ^{*3,44}	Total			455	407	863	1,982	2,845	606	376	982	1,982	2,965	656	304	961	1,789	2,749			
	Only ultrapure water supply business sites			55,544	2	55,546	11	55,558	51,924	3	51,927	10	51,937	54,991	1	54,992	6	54,998			
		Others		54,927	0	54,927	0	54,927	50,967	0	50,967	0	50,967	53,875	0	53,875	0	53,875			
Water discharge ^{*3} (1,000 m ³)	Sewage			617	2	619	11	630	957	3	960	10	970	1,115	1	1,117	6	1,123			
	Surface Water			4	63	67	70	137	113	66	179	129	308	90	65	155	176	331			
		Amount of water discharged to wastewater treatment facilities by industrial parks or public bodies		393	325	719	1,772	2,490	409	292	701	1,546	2,247	477	223	700	1,502	2,203			
	Total			397	389	786	1,880	2,666	522	359	881	1,725	2,605	567	288	855	1,708	2,563			

The Kurita Group ESG Data

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

			FY2022					FY2023					FY2024						
			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				
GHG emissions* ^{4,5}	Scope1 (1,000 t)	CO ₂	2	3	5	9	14	2	3	4	9	13	2	3	4	9	13		
		CH ₄																	
		N ₂ O																	
		HFC																	
		PFC																	
		SF ₆																	
		NF ₃																	
	Others																		
	Scope2 (1,000 t-CO ₂)		7	9	16	12	28	5	8	13	11	24	3	8	11	11	22		
	Scope1+2 (1,000 t-CO ₂)		10	12	21	21	42	6	11	17	20	37	5	11	16	19	35		
	Scope3 (1,000 t-CO ₂)	1. Purchased goods and services 4. Upstream transportation and distribution 9. Downstream transportation and distribution	635					688					690						
		2. Capital goods	17					22					22						
		3. Fuel- and energy-related activities(not included in scope 1 or scope 2)	8					8					8						
		5. Waste generated in operations	6					9					10						
		6. Business Travel	1					1					1						
		7. Employee commuting	3					4					4						
		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	1,534					1,705					3,133						
		12. End-of-life treatment of sold products	2					1					2						
		13. Downstream leased assets	288					325					347						
		14. Franchises	No franchises					No franchises					No franchises						
		15. Investments	Not an applicable sector					Not an applicable sector					Not an applicable sector						
		Total	2,494					2,762					4,216						
		Total (1,000 t-CO ₂)		2,536					2,799					4,251					
CO ₂ emissions intensity per unit of sales (t / million yen)* ^{5,6}			0.08	0.31	0.13	0.16	0.15	0.05	0.18	0.10	0.12	0.11	0.04	0.16	0.08	0.10	0.09		
Energy consumption (TJ) ^{7,8,9}	Purchased electricity (other than renewable energy)		166	213	379	244	624	98	197	295	233	528	57	182	239	199	438		
	Purchased electricity (renewable energy)		0	0	0	0	0	182	10	192	0	192	199	24	223	0	223		
	Gas		4	0.3	4	57	61	17	0.3	17	50	68	16	0.3	16	46	62		
	Oil		30	40	70	94	164	13	41	53	95	148	11	40	51	96	147		
	Purchased energy (steam, chilled water)		0	0.7	0.7	29	29	0	0.6	0.6	26	27	0	1	1	30	31		
	Renewable energy		0.5	0.0	0.5	1.0	1.5	0.4	0.0	0.4	1.1	1.5	0	0	0	1	1		
Total		200	254	455	424	879	310	248	559	405	964	283	247	530	372	902			
Energy use intensity per unit of sales (GJ / million yen)* ^{5,6}			1.6	6.8	2.9	3.3	3.1	2.5	4.1	3.1	2.4	2.8	2.2	3.5	2.7	2.0	2.3		
Waste generated (1,000t)	Non-hazardous waste	Waste diverted from disposal	Onsite	20	1	21	0.3	21	19	1	20	0.4	20	16	1	17	0.5	17	
			Offsite	4* ¹⁴	-	4	-	4	5	1	6	-	6	2	14	15	-	15	
		Total		24	1	25* ¹⁴	0.3	25	25	1	26	0.4	26	18	14	32	0.5	33	
			Waste directed to disposal	Onsite	0.5	0.3	1	1	2	1	0	1	2	3	0	0.3	0.5	1	1
				Offsite	1	-	-	-	-	2	2	4	-	4	1	3	4	-	4
	Hazardous waste	Total		2	0.3	2	1	3	3	3	6	2	8	1	3	4	1	5	
				26	5	31	1	32	27	4	32	3	34	20	17	37	1	38	
			Waste diverted from disposal	Onsite	2	0.3	3	0.21	3	2	0	2	0.2	2	2	0.3	2	0.7	3
		Offsite		0.03* ¹⁴	-	0.03	-	0.03	0.2	0.0001	0	-	0.24	0.5	0.002	0.5	-	1	
		Total		2	0.3* ¹⁴	3	0.21* ¹⁴	3	2	0	2	0	3	2	0.3	2	0.7	3.2	
	Waste directed to disposal		Onsite	0.01	2	2	1	2	0.0	2	2	1	3	0.0	2	2	1	3	
			Offsite	0.1	-	0.1* ¹⁴	-	0.1	0.0	0	0	-	0	0.01	0.16	0.17	-	0	
	Total		0.1	2* ¹⁴	2	1	2	0.0	2	2	1	3	0.02	2	2	1	3		
			3	2	5	1	5	2	2	4	1	5	2	2	4	1	6		
	Total			28	7	36	2	38	30	6	36	4	40	22	20	41	3	44	
Industrial waste (1,000 t)(including hazardous or toxic waste)	Internal Waste		23	3	26	2	28	22	3	25	4	29	18	3	21	3	24		
	Waste of Construction sites in Japan		5	4	9	-	9	8	3	11	-	11	3	17	20	-	20		
	Total		28	7	36	2	38	30	6	36	4	40	22	20	41	3	44		
Amount of recycled industrial waste (1,000 t)* ⁷ (including hazardous or toxic waste)			23	1	24	0.5	24	21	1	22	1	23	18	1	19	1	20		
Industrial waste for final disposal (incineration and landfill 1,000 t)* ⁷ (including hazardous or toxic waste)			0.5	2	3	2	4	1.0	2	3	3	6	0	2	2	2	4		
Recycling rate (%)* ⁸			98	38	90	24	86	96	38	88	17	79	98.9	36.8	89.3	40.7	83.4		
Packing materials (t)			N/A	342	342	-	342	N/A	301	301	-	301	N/A	280	280	-	280		
Packaging materials recycled (t)			N/A	1,300	1,300	-	1,300	N/A	1,303	1303	-	1,303	N/A	1,254	1,254	-	1,254		
Materials for chemicals (1,000 t)* ⁹			N/A	20	20	-	20	N/A	19	19	-	19	N/A	19	19	-	19		
Production of chemicals (1,000 t)			N/A	32	32	-	32	N/A	31	31	-	31	N/A	30	30	-	30		
Emissions of ozone-depleting substances			N/A					N/A					N/A						
NOx emissions (kg)* ¹⁰			0.2	N/A	0.2	N/A	0.2	0.0	N/A	0.0	N/A	0.0	0.0	N/A	0.0	N/A	0.0		
SOx emissions (kg)* ¹⁰			0.5	N/A	0.5	N/A	0.5	0.0	N/A	0.0	N/A	0.0	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	0.3	0.4	N/A	0.4	N/A	0.4	0.4	N/A	0.4	N/A	0.5	0.5	N/A	0.5		
Volatile organic compounds (VOC) emissions (kg)* ¹²			N/A					N/A					N/A						
Soot and dust emissions (kg)* ¹³			5	N/A	5	N/A	5	1	N/A	1	N/A	1	N/A						
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	1	1		
Total monetary volume of significant fines (1,000 yen)			0	0	0	0	0	0	0	0	0	0	0	0	0	236,000	236,000		

The Kurita Group ESG Data

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

		FY2022					FY2023					FY2024				
		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		
ISO14001	Number of company	1	4	5	14	19	1	6	7	16	23	1	6	7	16	23
	Number of certified sites	5	21	26	30	56	5	26	31	39	70	3	24	27	31	58
	Company coverage rate (%)	100.0	21.1	25.0	56.0	42.2	100.0	26.1	29.2	50.0	41.1	100.0	26.1	29.2	48.5	40.4
	Certified sites coverage rate (%)	9.3	29.2	20.6	31.3	25.2	9.8	28.0	21.5	33.3	26.8	6.1	25.8	19.0	23.7	21.2

*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 Aqueduct Water Risk Atlas provided by the World Resources Institute. In fiscal 2024, the scope included 16 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 The past data of Scope 3 was revised due to the change in the calculation method of Scope 3 following the segment change in FY 2024.

*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.

*14 The figures for the past have been corrected.

*15 Due to the mistake in part of the aggregation, results for environment data have revised as of April 2025.

ISO 14001 Certified Bases (As of March, 2024)

Kurita Water Industries Ltd.	Shizuoka Plant
Kurita Water Industries Ltd.	Tsuruga Plant
Kurita Water Industries Ltd.	Toyouka Plant
Kurita Chemical Manufacturing Ltd.	Head Office
Kurita Chemical Manufacturing Ltd.	Ako Plant
KURITEC SERVICE CO.LTD.	Head Office
KURITEC SERVICE CO.LTD.	East Japan Factory (Iwate)
KURITEC SERVICE CO.LTD.	Mie Factory
KURITEC SERVICE CO.LTD.	West Japan Factory (Iga)
KURITEC SERVICE CO.LTD.	West Japan Factory (Harima)
KURITEC SERVICE CO.LTD.	Oita Factory
San-ei Industries Co.,Ltd.	Head Office
San-ei Industries Co.,Ltd.	Mie Plant
Nippon Fine Co.,Ltd.	Head Office
Nippon Fine Co.,Ltd.	Harima Plant
Aoi Industries Co.,Ltd.	Head Office
KURITAZ Co.Ltd.	Head Office
KURITAZ Co.Ltd.	West Japan Branch Office
KURITAZ Co.Ltd.	Hokkaido Branch Office
KURITAZ Co.Ltd.	Tohoku Branch Office
KURITAZ Co.Ltd.	Ibaraki Branch Office
KURITAZ Co.Ltd.	Tokai Branch Office
KURITAZ Co.Ltd.	Chugoku Shikoku Branch
KURITAZ Co.Ltd.	Kyushu Branch Office
KURITAZ Co.Ltd.	Kitami Sales Branch
KURITAZ Co.Ltd.	Kanagawa Sales Branch
KURITAZ Co.Ltd.	Shikoku Sales Branch
Kurita-GK Chemical Co.,Ltd.	Head office / Factory
Kurita-GK Chemical Co.,Ltd.	Rayong Branch
Kurita Water Industries (Dalian) Co.,Ltd.	Head Office and Plant
Kurita Water Industries (Jiangyin) Co., Ltd.	Head Office

KURITA HANSU Water Industries Ltd.	Head Office
KURITA HANSU Water Industries Ltd.	Ansan Factory
KURITA HANSU Water Industries Ltd.	Cheonan Factory
KURITA HANSU Water Industries Ltd.	Onsan Factory
KURITA HANSU Water Industries Ltd.	Yatap Branch
KURITA HANSU Water Industries Ltd.	Asan Factory
KURITA HANSU Water Industries Ltd.	Cheongbuk Factory
Kurita Europe GmbH	Head Office
Kurita Europe GmbH	LU Factory
Kurita Europe GmbH	Viersen Office
Kurita France S.A.S	Head Office/Factory
Kurita Turkey Kimya A.S.	Head Office
Kurita Turkey Kimya A.S.	Bandirma Factory
Kurita Aquachemie Saudi Arabia Co.	Saudi Arabia Office
Kurita Aquachemie FZE	United Arab Emirates Office (Free Zone)
Kurita do Brasil LTDA.	Head Office / Factory (SP state)
Kurita do Brasil LTDA.	Porto Alegre Office
Kurita (Taiwan) Co.,Ltd.	Kaohsiung Plant and Office
Kurita (Singapore) Pte. Ltd.	Head Office & Manufacturing Plant
Kurita (Singapore) Pte. Ltd.	AUO
Kurita (Singapore) Pte. Ltd.	A-Star
Kurita (Singapore) Pte. Ltd.	GF
Kurita (Singapore) Pte. Ltd.	WSF
Kurita (Singapore) Pte. Ltd.	MES
Kurita Water (Malaysia) Sdn. Bhd.	Head Office (Johor Bharu) & Manufacturing Plant
P.T. Kurita Indonesia	Head Office
Kurita America, Inc.	MN-SHKMFG(Shakopee_ Chemical Manufacturing)

The Kurita Group ESG Data

2. Social

Employees

* -: No data

			FY2022					FY2023					FY2024				
			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				156				157						
		30's	346				332				328						
		40's	430				382				355						
		50's	438				461				475						
		60's	32				31				29						
		70 and over	4				1				0						
		Subtotal	1,416				1,363				1,344						
		Female	20's				63				70				75		
	30's		66	66	78												
	40's		69	61	55												
	50's		56	61	71												
	60's		3	3	2												
	70 and over		0	0	0												
	Subtotal		257	261	281												
Total			1,673	2,130	3,803	3,858	7,661	1,624	2,252	3,876	3,908	7,784	1,625	2,325	3,950	4,031	7,981
Number of temporary staff		452	250	702	56	758	467	280	747	74	821	497	308	805	284	1,089	
Number of management staff*1	Male	322	300	622	508	1,130	302	334	636	509	1,145	297	340	637	556	1,193	
	Female	9	17	26	146	172	13	18	31	143	174	13	20	33	173	206	
	Total	331	317	648	654	1,302	315	352	667	652	1,319	310	360	670	729	1,399	
Ratio of female employees (%) ^{*1}	Employees	15.4	28.0	22.9	27.2	24.9	15.9	27.7	23.1	27.6	25.3	17.3	28.3	24.1	27.0	27.6	
	Management staff in employees	2.7	5.4	4.0	22.3	13.2	4.1	5.1	4.6	21.9	13.2	4.2	5.6	4.9	23.7	14.7	
Number of employees hired	Male	Under 30	34	56	90		32	48	80		32	67	99				
		30-49	9	27	36		17	52	69		42	42	84				
		50 and over	1	54	55		8	65	73		7	73	80				
	Female	Under 30	13	20	33		14	16	30		18	19	37				
		30-49	4	8	12		1	58	59		9	51	60				
		50 and over	0	7	7		0	20	20		0	17	17				
Ratio of new employment to employees (%)	Male	Under 30	2.0	2.6	2.4		2.0	2.1	2.1		2.0	2.9	2.5				
		30-49	0.5	1.3	0.9		1.0	2.3	1.8		2.6	1.8	2.1				
		50 and over	0.1	2.5	1.4		0.5	2.9	1.9		0.4	3.1	2.0				
	Female	Under 30	0.8	0.9	0.9		0.9	0.7	0.8		1.1	0.8	0.9				
		30-49	0.2	0.4	0.3		0.1	2.6	1.5		0.6	2.2	1.5				
		50 and over	0.0	0.3	0.2		0.0	0.9	0.5		0.0	0.7	0.4				
Number of employee turnover	Male	Under 30	7	13	20		10	16	26		6	26	32				
		30-49	14	38	52		22	36	58		12	38	50				
		50 and over	54	88	142		54	96	150		54	101	155				
	Female	Under 30	2	2	4		1	7	8		1	17	18				
		30-49	1	19	20		1	26	27		0	42	42				
		50 and over	1	33	34		5	30	35		5	35	40				
Ratio of employee turnover to employees (%)	Male	Under 30	0.4	0.6	0.5		0.6	0.7	0.7		0.4	1.1	0.8				
		30-49	0.8	1.8	1.4		1.4	1.6	1.5		0.7	1.6	1.3				
		50 and over	3.0	4.1	3.7		3.3	4.3	3.9		3.3	4.3	3.9				
	Female	Under 30	0.1	0.1	0.1		0.1	0.3	0.2		0.1	0.7	0.5				
		30-49	0.1	0.9	0.5		0.1	1.2	0.7		0.0	1.8	1.1				
		50 and over	0.1	1.5	0.9		0.3	1.3	0.9		0.3	1.5	1.0				
Number of resignees and reasons	Corporate circumstances		2				4				2						
	Personal circumstances		27				32				24						
	Retirement		25				33				31						
	Other		25				24				21						
Turnover rate by reasons to employees (%)	Corporate circumstances		0.1				0.2				0.1						
	Personal circumstances		1.6				2.0				1.5						
	Retirement		1.5				2.0				1.9						
	Other		1.5				1.5				1.3						
Average years of service	Male	17.9				18.2				17.8							
	Female	16.2				15.8				15.2							
Employment of foreign(non-Japanese) employees	Number	19				19				21							
	Rate (%)	1.1				1.2				1.3							
Employees with disabilities ^{*2}	Number	72				73				70							
	Rate (%)	2.5				2.6				2.5							
Labor union members ^{*3}	Number	995	25	1,020				1,007	25	1,032				1,040	19	1,059	
	Rate (%)	55.7	61.0	55.8				58.5	67.6	58.7				58.5	54.3	58.4	

*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.

The Kurita Group ESG Data

Employee-friendly Working Environment

* -: No data

			FY2022					FY2023					FY2024				
			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		30					32					35				
	Female		24		-			7		-			13		-		
Childcare leave utilization rate (%)	Male		51.1		-			68.1		-			77.7		-		
	Female		100.0		-			100.0		-			92.8		-		
Return to work rate after child care leave (%)	Male		100.0		-			100.0		-			100.0		-		
	Female		100.0		-			100.0		-			100.0		-		
Number of employees taking long-term nursing care leave	Male		0		-			2		-			0		-		
	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		11		-			9		-			13		-		
	Female		3		-			3		-			4		-		
Number of employees taking leave system due to spouse being transferred	Male		0		-			0		-			0		-		
	Female		0		-			1		-			2		-		
Number of employees taking volunteer leave	Male		0		-			0		-			0		-		
	Female		0		-			0		-			0		-		
Training hours	Managers	Male	1,937		-			651		-			1,044		-		
		Female	152		-			122		-			36		-		
	Regular employees	Male	13,047		-			16,690		-			15,377		-		
		Female	3,807		-			4,888		-			6,027		-		
	Total		18,943		-			22,351		-			22,484		-		
Training hours per person	Managers	Male	6.0		-			2.0		-			3.5		-		
		Female	16.8		-			13.6		-			2.8		-		
	Regular employees	Male	11.9		-			16.0		-			14.6		-		
		Female	15.4		-			19.4		-			22.9		-		
	Total		11.3		-			13.8		-			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

* -: No data

			FY2022					FY2023					FY2024				
			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 (%)		0.53		-			1.94		-			0.45		-		
	Severity rate (%)		0.02		-			0.06		-			0.04		-		
	Lost-time injuries rate (%)		0.11		-			0.39		-			0.09		-		
Number of major accidents	Explosion/Fire accident		0		-			0		-			0		-		
	Leakage		0		-			0		-			0		-		
ISO45001	Number of company		0	0	0	13	13	0	0	0	13	13	0	0	0	15	15
	Company coverage rate (%)		0.0	0.0	0.0	35.1	19.1	0.0	0.0	0.0	36.1	19.4	0.0	0.0	0.0	36.6	22.1
ISO9001 ^{*1}	Number of company		1	11	12	19	31	1	11	12	19	31	1	11	12	23	35
	Company coverage rate (%)		100.0	45.8	48.0	76.0	62.0	100.0	45.8	48.0	76.0	62.0	100.0	45.8	48.0	76.7	63.6

*1 The scope of certification is for water treatment facilities for industries related with electric power and the number of companies acquired includes the one acquired as subsidiaries that has already been merged.

*There were zero fatalities due to work-related accidents among the Company's employees from fiscal 2019 to fiscal 2024.
Reference: The work-related accident frequency rate for the construction industry in 2023 was 0.65, and the severity rate was 0.07.
(Source: Ministry of Health, Labour and Welfare "Survey on Industrial Accidents")

The Kurita Group ESG Data

ISO 45001 Certified Bases (As of March, 2024)

Kurita Water Industries (Dalian) Co.,Ltd.	Head Office and Plant
KURITA HANSU Water Industries Ltd.*2	Head Office
KURITA HANSU Water Industries Ltd.	Ansan Factory
KURITA HANSU Water Industries Ltd.	Cheonan Factory
KURITA HANSU Water Industries Ltd.	Onsan Factory
KURITA HANSU Water Industries Ltd.	Yatap Branch
KURITA HANSU Water Industries Ltd.	Asan Factory
KURITA HANSU Water Industries Ltd.	Cheongbuk Factory
Kurita Europe GmbH	Head Office
Kurita Europe GmbH	LU Factory
Kurita Europe GmbH	Viersen Office
Kurita France S.A.S	Head Office/Factory
Kurita Turkey Kimya A.S.	Head Office
Kurita Turkey Kimya A.S.	Bandirma Factory
Kurita Aquachemie Saudi Arabia Co.	Saudi Arabia Office
Kurita Aquachemie FZE	United Arab Emirates Office (Free Zone)
Arcade Engineering GmbH	Head Office
Arcade Engineering GmbH	Workshop

Arcade Engineering (Asia) Pte. Ltd.	Head Office/Workshop
Arcade Engineering (Asia) Pte. Ltd.	Micron F10W
Arcade Engineering (Asia) Pte. Ltd.	Micron F10N/X/A
Kurita do Brasil LTDA.	Head Office / Factory (SP state)
Kurita do Brasil LTDA.	Porto Alegre Office
Kurita (Taiwan) Co.,Ltd.	Kaohsiung Plant and Office
Kurita (Taiwan) Co.,Ltd.	Head Office
Kurita (Singapore) Pte. Ltd.	Head Office & Manufacturing Plant
Kurita (Singapore) Pte. Ltd.	AUO
Kurita (Singapore) Pte. Ltd.	A-Star
Kurita (Singapore) Pte. Ltd.	GF
Kurita (Singapore) Pte. Ltd.	WSF
Kurita (Singapore) Pte. Ltd.	MES
Kurita Water (Malaysia) Sdn. Bhd.	Head Office (Johor Bharu) & Manufacturing Plant
P.T. Kurita Indonesia	Head Office

*2 Hansu Technical Service Ltd. and Hansu Co., Ltd. Were merged, aming KURITA HANSU Water Industries Ltd. of the New Company after its merger.

ISO 9001 Certified Bases (As of March, 2024)

Kurita Water Industries Ltd.	Head Office
Kurita Chemical Manufacturing Ltd.	Head Office
Kurita Chemical Manufacturing Ltd.	Ako plant
Kurita Analysis Service Co. Ltd.	HQ
Kurita Analysis Service Co. Ltd.	Sapporo Office
Kurita Analysis Service Co. Ltd.	Akushima Office
Kurita Analysis Service Co. Ltd.	Chiba Office
Kurita Analysis Service Co. Ltd.	Atsugi Office
Kurita Analysis Service Co. Ltd.	Nagoya Office
Kurita Analysis Service Co. Ltd.	Shiga Office
Kurita Analysis Service Co. Ltd.	Sakai Office
Kurita Analysis Service Co. Ltd.	Kurashiki Office
Kurita Analysis Service Co. Ltd.	Kyushu Office
Kurita West Japan Co.,Ltd. (Former Kurita Meiki Ltd.)	Fukui Office
KURITEC SERVICE CO.LTD.	Head Office
KURITEC SERVICE CO.LTD.	East Japan factory (Iwate)
KURITEC SERVICE CO.LTD.	East Japan Office
KURITEC SERVICE CO.LTD.	Mie factory
KURITEC SERVICE CO.LTD.	West Japan factory (Iga)
KURITEC SERVICE CO.LTD.	West Japan factory (Sakai)
KURITEC SERVICE CO.LTD.	West Japan factory (Harima)
KURITEC SERVICE CO.LTD.	Oita factory
San-ei Industries Co.,Ltd.	Head Office
San-ei Industries Co.,Ltd.	Mie Plant
Nippon Fine Co.,Ltd.	Head Office
Nippon Fine Co.,Ltd.	Harima Plant
Nippon Fine Co.,Ltd.	Sakai Plant
Aoi Industries Co.,Ltd.	Head Office
KURITAZ Co.Ltd.	Head Office
KURITAZ Co.Ltd.	West Japan Branch Office
KURITAZ Co.Ltd.	Hokkaido Branch Office
KURITAZ Co.Ltd.	Tohoku Branch Office
KURITAZ Co.Ltd.	Ibaraki Branch Office
KURITAZ Co.Ltd.	Tokai Branch Office
KURITAZ Co.Ltd.	Chugoku Shikoku Branch
KURITAZ Co.Ltd.	Kyushu Branch Office
KURITAZ Co.Ltd.	Kitami Sales Branch
KURITAZ Co.Ltd.	Kanagawa Sales Branch
KURITAZ Co.Ltd.	Shikoku Sales Branch

Kurita Creation Co.,Ltd.	Head Office
Kurita Creation Co.,Ltd.	Osaka Sales Branch
Land Solution Inc.	Head Office
Kurita-GK Chemical Co.,Ltd.	Head office / Factory
Kurita-GK Chemical Co.,Ltd.	Rayong Branch
Kurita Water Industries (Dalian) Co.,Ltd.	Head Office and Plant
Kurita Water Industries (Jiangyin) Co., Ltd.	Head Office
KURITA HANSU Water Industries Ltd.*2	Head Office
KURITA HANSU Water Industries Ltd.	Ansan Factory
KURITA HANSU Water Industries Ltd.	Cheonan Factory
KURITA HANSU Water Industries Ltd.	Onsan Factory
KURITA HANSU Water Industries Ltd.	Yatap Branch
KURITA HANSU Water Industries Ltd.	Asan Factory
KURITA HANSU Water Industries Ltd.	Cheongbuk Factory
Kurita Europe GmbH	Head Office
Kurita Europe GmbH	LU Factory
Kurita Europe GmbH	Viersen Office
Kurita France S.A.S	Head Office/Factory
Kurita Turkey Kimya A.S.	Head Office
Kurita Turkey Kimya A.S.	Bandirma Factory
Kurita Aquachemie Saudi Arabia Co.	Saudi Arabia Office
Kurita Aquachemie FZE	United Arab Emirates Office (Free Zone)
Kurita UK Ltd.	United Kingdom Office
Arcade Engineering GmbH	Head Office
Arcade Engineering GmbH	Workshop
Kurita Switzerland AG	Head Office
Arcade Engineering (Asia) Pte. Ltd.	Head Office/Workshop
Arcade Engineering (Asia) Pte. Ltd.	Micron F10W
Arcade Engineering (Asia) Pte. Ltd.	Micron F10N/X/A
Kurita do Brasil LTDA.	Head Office / Factory (SP state)
Kurita do Brasil LTDA.	Porto Alegre Office
Kurita Water Industries (Suzhou) Ltd.	Factory
Kurita (Taiwan) Co.,Ltd.	Kaohsiung Plant and Office
Kurita (Taiwan) Co.,Ltd.	Head Office
Kurita (Singapore) Pte. Ltd.	Head Office & Manufacturing Plant
Kurita (Singapore) Pte. Ltd.	AUO
Kurita (Singapore) Pte. Ltd.	A-Star
Kurita (Singapore) Pte. Ltd.	GF
Kurita (Singapore) Pte. Ltd.	WSF
Kurita (Singapore) Pte. Ltd.	MES

The Kurita Group ESG Data

ISO 9001 Certified Bases (As of March, 2024)

Kurita Water (Malaysia) Sdn. Bhd.	Head Office (Johor Bharu) & Manufacturing Plant
P.T. Kurita Indonesia	Head Office
Kurita America, Inc.	MN-MINNEAP(Minneapolis_HQ + E/E Manufacturing)
Kurita America, Inc.	MN-SHK(Shakopee_ Distribution Facility)
Kurita America, Inc.	MN-SHKMFG(Shakopee_ Chemical Manufacturing)
Kurita America, Inc.	MN-CAMBRID(Cambridge_Chemical Manufacturing)
Kurita America, Inc.	TX-GRAPEVI(Grapevine_Chemical Manufacturing)
Kurita America, Inc.	CA-SFSPRIN(SantaFe Springs_ Distribution Facility.)
Kurita Canada Inc. (旧Keytech Water Management)	Head Office
Pentagon Technologies Group, Inc.	Head Office
Pentagon Technologies Group, Inc.	Portland Plant
Pentagon Technologies Group, Inc.	Austin Plant
Pentagon Technologies Group, Inc.	New York Facility

3. Governance

			FY2022					FY2023					FY2024				
			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				
		30's	0					0					0				
		40's	0					0					0				
		50's	1		-			2		-			0			-	
		60's	5					6					6				
		70 and over	0					0					0				
		Subtotal	6					8					6				
	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		8		-			10		-			8		-		
Outside directors (persons)	Male		1					2					2				
	Female		2		-			2		-			2		-		
	Total		3		-			4		-			4		-		
Ratio of female directors (%)			25.0		-			20.0		-			25.0		-		
Amount of R&D expenses (million yen)			5,386					6,344					7,412				
Ratio of R&D expenses to net sales (%)			1.9					1.8					1.9				
Number of operation results of Compliance Consultation Desk			8	22	30	1	31	14	9	23	3	26	19	13	32	4	36
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	1	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)			194	21	214	9	223	214	22	236	10	246	342	24	367	5	371