



CSR Data Book **2023**

Corporate Social Responsibility Data Book 2023

Financial Highlights	01
Raising the Level of Environmental Management	02
Expansion of Human Rights Management.....	08
Enhancing the Safety Culture.....	11
Development of Technologies and Products that Meet Needs of Society/ Community Involvement	12
Expansion of Compliance and Risk Management	13
CSR Basic Policy, etc.	14
Company Overview and List of The Nihon Nohyaku Group Companies	17
Information of Each Facility	18

NIHON NOHYAKU CO., LTD.

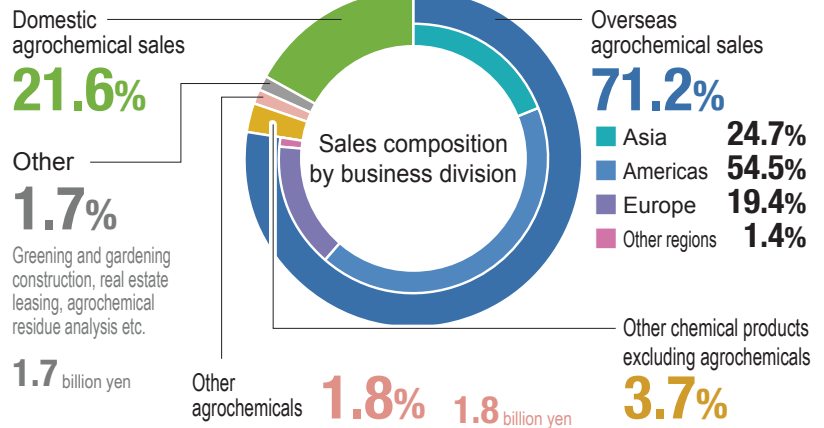
Financial Highlights

Summary of Performance Results for FY2022 (Consolidated)

Net sales	102.0 billion yen
Operating profit	8.7 billion yen
Ordinary profit	7.7 billion yen
Profit attributable to owners of parent	4.4 billion yen
ROE	6.6%

Liabilities	63.5 billion yen
Net assets	73.1 billion yen
Total assets	136.6 billion yen
Equity ratio	51.9%

Status by business division



Mainstay products

Domestic agrochemical sales

Net sales

22.1 billion yen



Overseas agrochemical sales

Net sales

72.6 billion yen



Other chemical products excluding agrochemicals

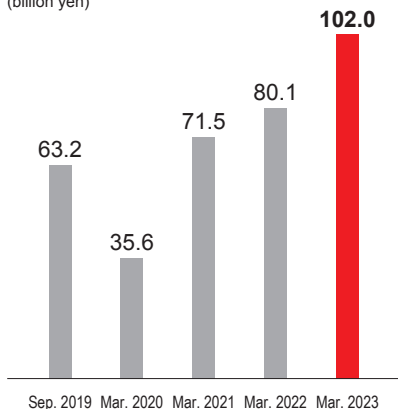
Net sales

3.7 billion yen



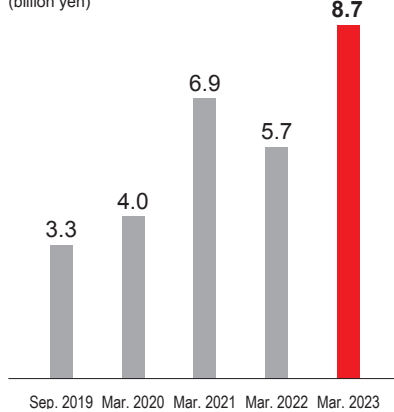
Net sales

(billion yen)



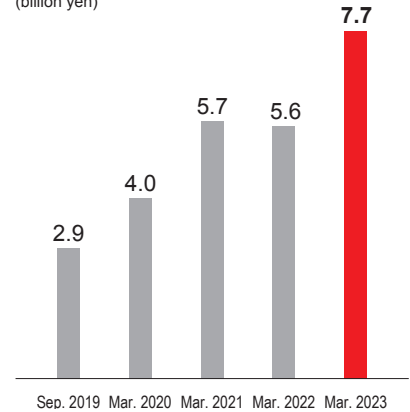
Operating profit

(billion yen)



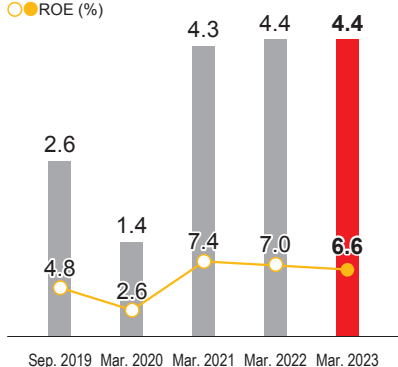
Ordinary profit

(billion yen)



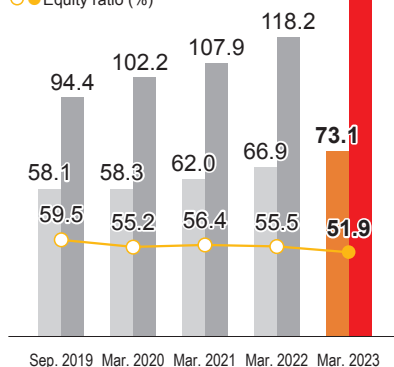
Profit attributable to owners of parent/ROE

■ Profit attributable to owners of parent (billion yen)
● ROE (%)



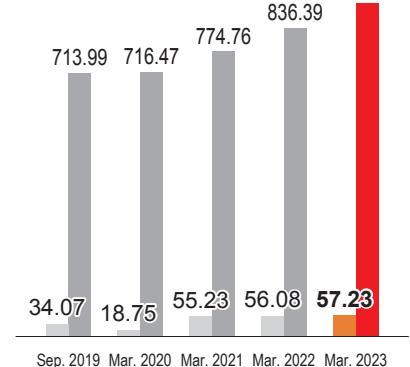
Net assets/Total assets/Equity ratio

■ Net assets (billion yen)
■ Total assets (billion yen)
● Equity ratio (%)



Earnings per share/Net assets per share

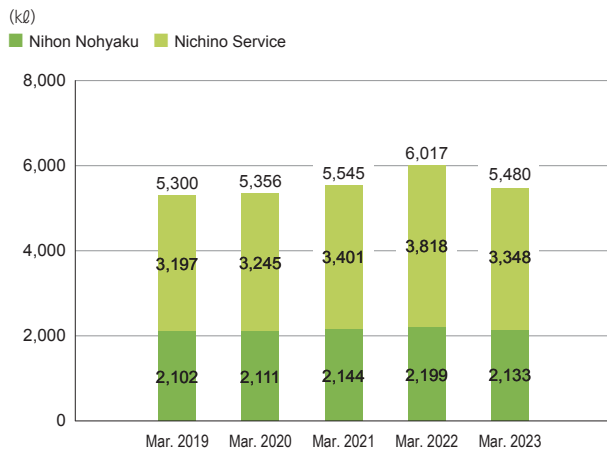
■ Earnings per share (yen)
■ Net assets per share (yen)



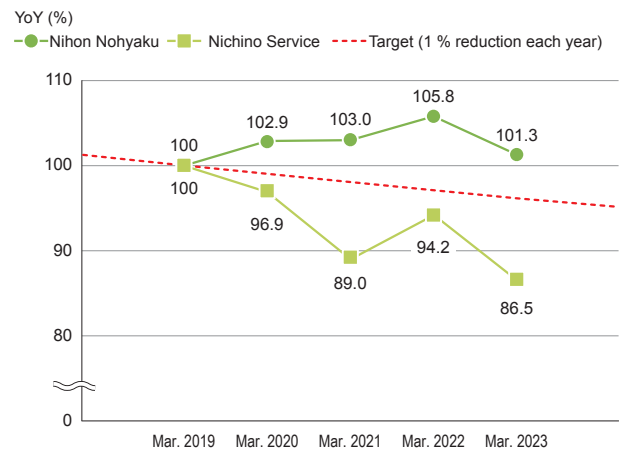
» Raising the Level of Environmental Management

Energy saving

● Domestic energy consumption (crude oil equivalent)



● Energy intensity (index for FY2018 set as 100)

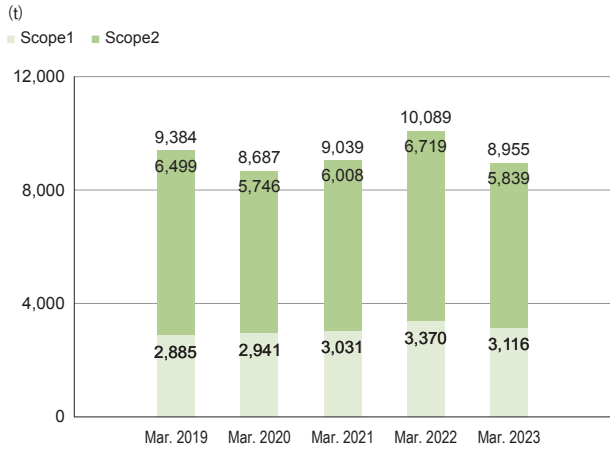


● Consumption by energy type

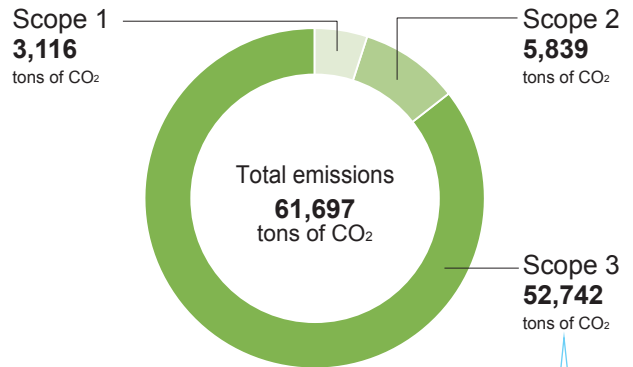
	Japan
	Nihon Nohyaku+Nichino Service
Gasoline	1.5 kℓ
Kerosene	28.5 kℓ
Light oil	2.7 kℓ
Heavy oil A	64.4 kℓ
LPG	300 m ³
LNG and city gas	1,149,700 m ³
Coal	0.0 t
Steam	6,607.0 t
Electricity	14,142.1 MWh

Reduction of GHG Emissions

Domestic CO₂ emissions (Scope 1+2)

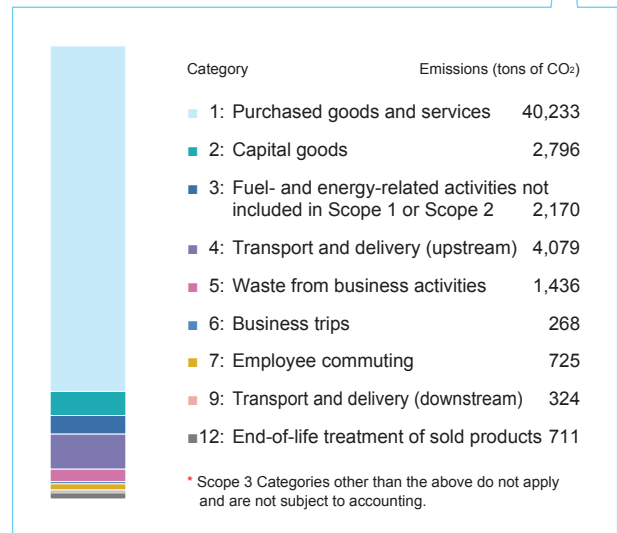
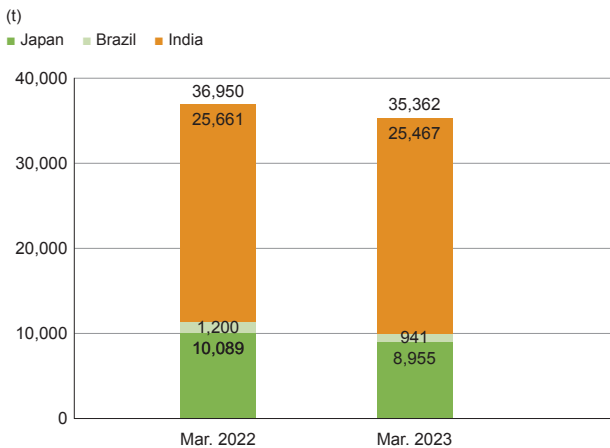


Domestic CO₂ emissions and breakdown by Scope*

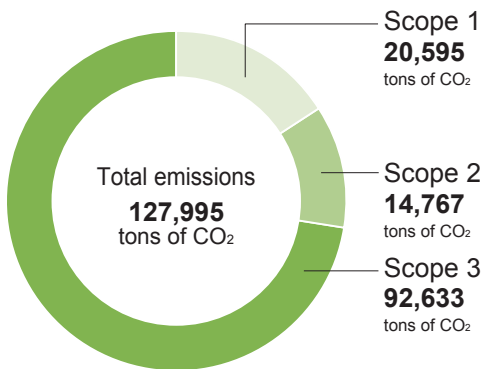


* Calculated in accordance with the GHG Protocol

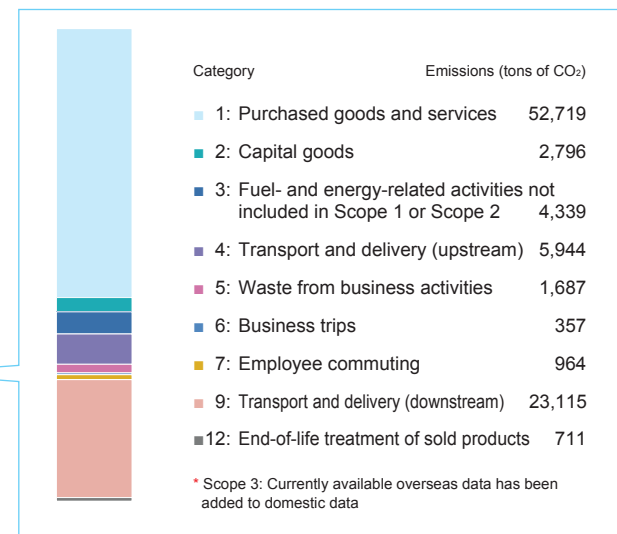
Global CO₂ emissions (Scope 1+2)



Global CO₂ emissions and breakdown by Scope*

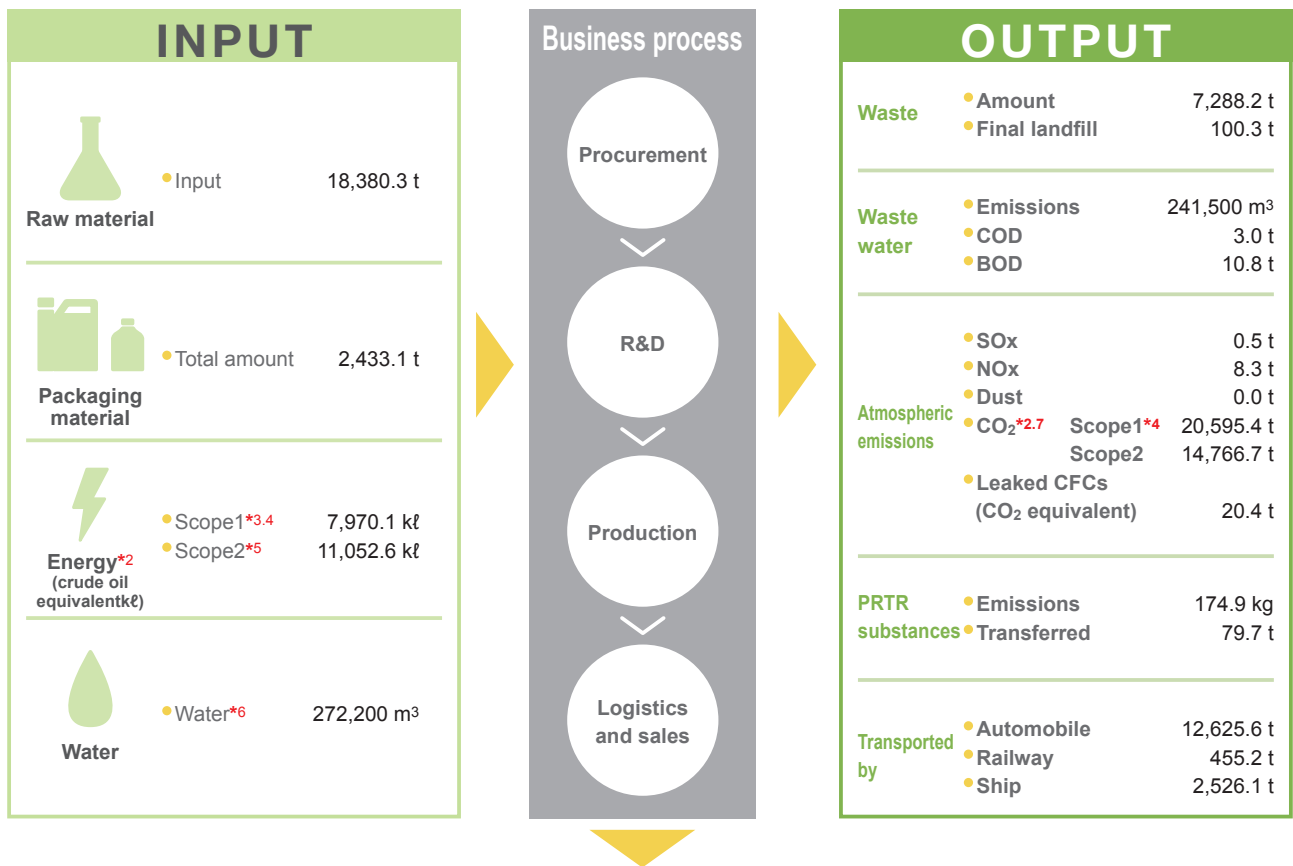


* Calculated in accordance with the GHG Protocol



» Raising the Level of Environmental Management

Material Flow*1

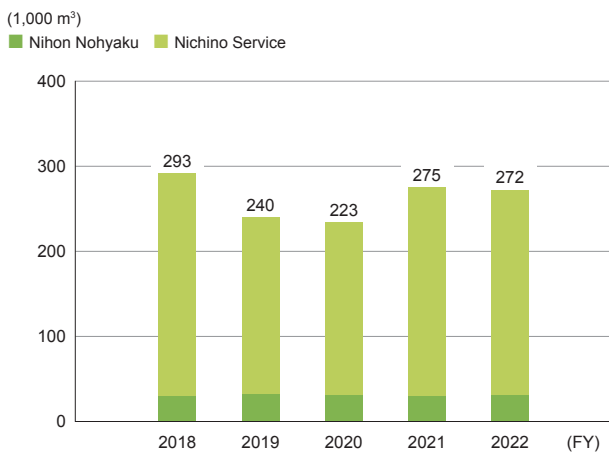


Products Production amount **12,572.6 t**

- *1 Aggregation of Nihon Nohyaku and Nichino Service, unless otherwise specified.
- *2 Includes input from overseas manufacturing subsidiaries.
- *3 Amount of heavy oil, light oil, kerosene, gasoline, city gas and LP gas consumed are expressed in crude oil equivalent.
- *4 Includes fuel from commercial vehicles.
- *5 Purchased electricity and steam calculated as crude oil equivalent.
- *6 Total sum of tap water, well water, and industrial water for Research Center, Osaka Office and Nichino Service Plants.
- *7 Used emission factors were referred to in the Act on Promotion of Global Warming Countermeasures.

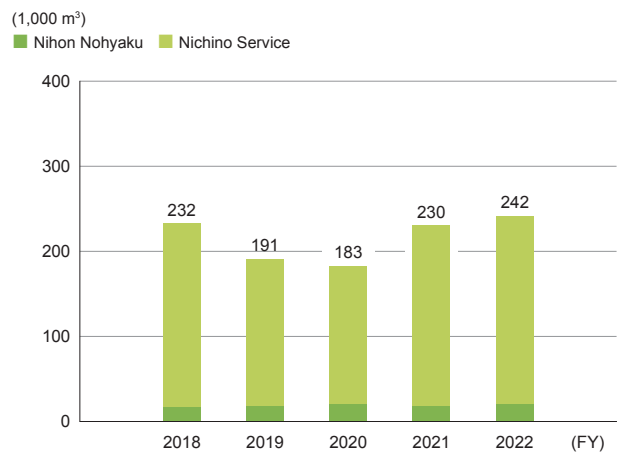
Prevention of Water Pollution

● Water consumption



* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

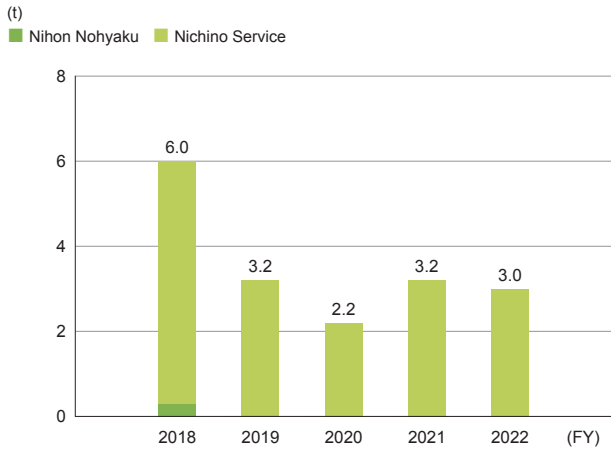
● Waste water volume



* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

» Raising the Level of Environmental Management

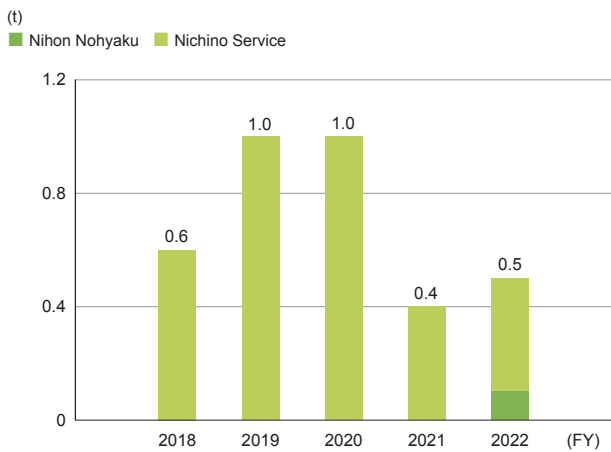
● COD emissions



* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

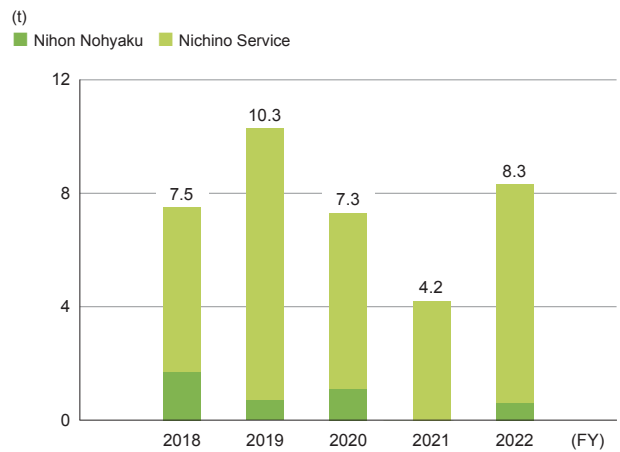
Prevention of Air Pollution

● SOx emissions



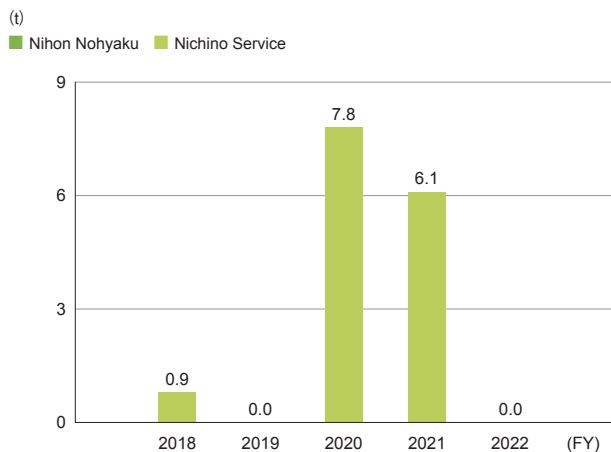
* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

● NOx emissions



* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

● Dust emissions



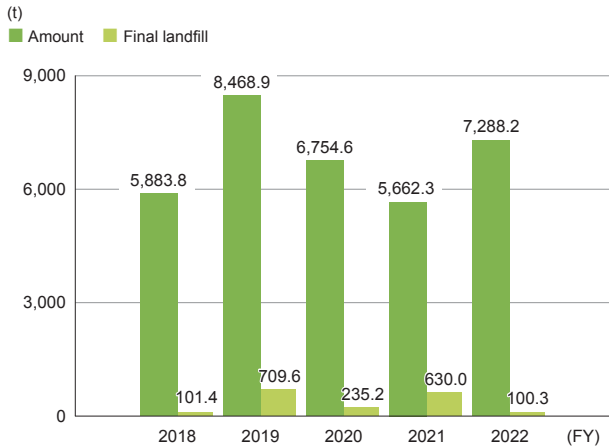
* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

» Raising the Level of Environmental Management

Reduction of Waste

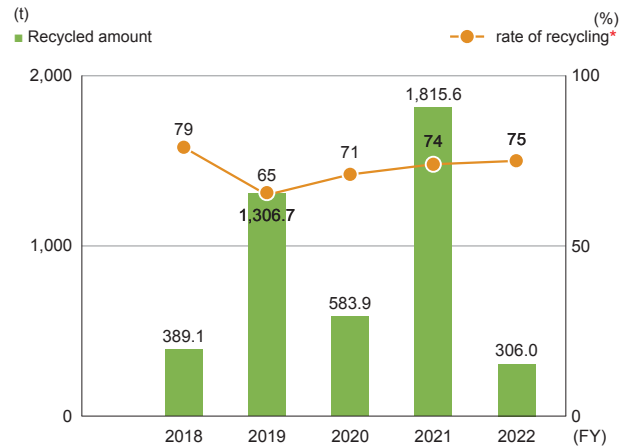
Final landfill volume temporarily increased in FY2019 due to redevelopment works at the Osaka Office.

● Industrial waste and disposal amount



* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

● Recycled amount and rate of recycling



* Rate of recycling = recycled amount / (recycled amount + final landfill amount)

* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

● Green purchasing rate

Period	Green purchasing rate (%)
Sep. 2019	98.2%
Mar. 2020	99.8%
Mar. 2021	99.9%
Mar. 2022	99.9%
Mar. 2023	100%

Investments and Costs Related to Environmental Conservation

Total investments and expenses*1 related to environmental conservation both decreased from the previous year. Of the expenses, 85% were related to environmental conservation within R&D.

Environmental conservation is one of the important social responsibilities of a corporation, and we will continue to allocate appropriate expenditures for investments and expenses.

Environmental conservation Costs (Unit: million yen)*2				
Classification		Details of major initiatives	Investments	Expenses
1. Costs within business area	(1) Pollution prevention	Prevention of air, water, soil and noise pollution, as well as vibrations, bad odor and ground subsidence etc.	46 (36)	47 (-13)
	(2) Global environmental conservation	Prevention of global warming (energy conservation), and prevention of ozone layer depletion	12 (-139)	9 (-8)
	(3) Resource recycling	Curbing and reducing waste generation, recycling and other resource circulation	0	47 (-94)
2. Upstream/Downstream		Green purchasing, environmental load reduction for containers and packaging, product recalls and recycling	1 (1)	3 (-33)
3. Management activity		Environmental ISO, environmental information disclosure, environmental load monitoring, greening	1 (1)	2 (-4)
4. R&D costs		R&D expenses related to environmental conservation	124 (60)	618 (42)
5. Social activity costs		Greening and beautification of office neighborhoods, donations and support for organizations involved in environmental conservation	0	1
6. Environment damage recovery costs		Remediation of contaminated water and soil etc. and natural restoration	0	0
Total			184 (-40)	727 (-109)

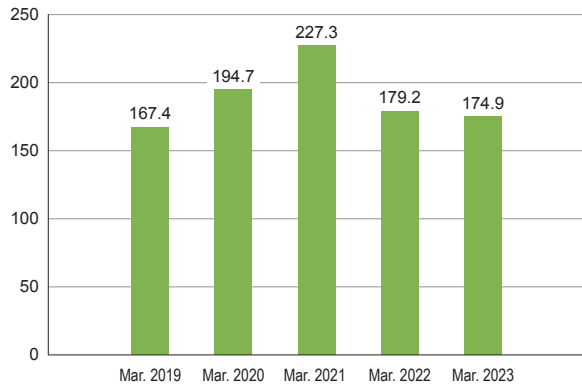
*1 Expense amounts: Maintenance and management expenses for facilities used for environmental measures as well as personnel and other expenses related to other environmental measures (including depreciation).

*2 () indicates change from previous fiscal year, no figures indicated if unchanged.

Related to the PRTR Law*1

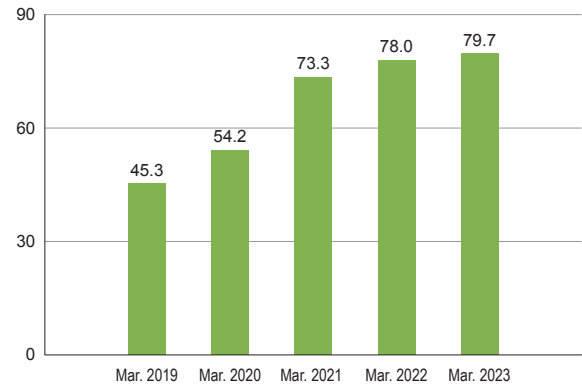
● Emissions*2

(kg)



● Transferred*3

(t)



*1 PRTR is an abbreviation of Pollutant Release and Transfer Register, defined under the Act on Confirmation etc., of Release Amounts of Specific Chemical Substances into the Environment and Promotion of Improvements to the Management Thereof.

*2 Release to atmosphere, public waters, soil and landfill.

*3 The amount of substances including those transferred to sewer works and for which disposal was consigned to a waste disposal contractor (excluding the amount shipped as commercial products).

● Emissions: Top 10 substances by amount

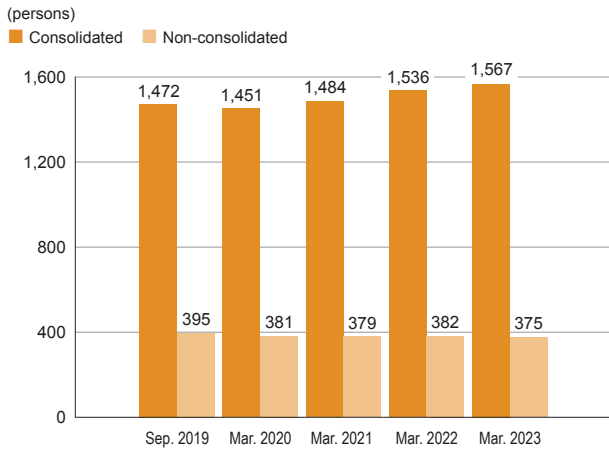
Emissions				
Rank	Substance name	(kg)	Previous year (kg)	Compared to previous year (%)
1	n - Hexane	85.0	85.0	100.0
2	Triethylamine	22.0	17.0	129.4
3	Xylene	17.1	18.4	93.0
4	Ethylbenzene	12.1	13.3	91.1
5	1,2-Dichloroethane	11.0	8.0	137.5
6	Isoprothiolane	4.8	3.2	148.7
7	Hydrazine	4.5	4.5	100.0
8	Methylnaphthalene	3.3	1.2	275.2
9	Naphthalene	3.2	1.0	320.6
10	Buprofezin	3.0	7.5	40.5
	Other	8.9	20.1	44.2
	Total	174.9	179.2	97.6

● Transferred: Top 10 substances by amount

Emissions				
Rank	Substance name	(t)	Previous year (t)	Compared to previous year (%)
1	Chlorobenzene	44.1	21.1	208.9
2	Toluene	11.0	11.0	100.0
3	n - Hexane	3.8	3.8	100.0
4	Xylene	3.7	20.2	18.3
5	Ethylbenzene	2.7	2.2	125.5
6	Flutolanil	1.3	1.7	75.5
7	Methylnaphthalene	1.0	0.4	240.0
8	Buprofezin	1.0	1.2	84.9
9	Acetonitrile	1.0	1.0	101.4
10	Azoxystrobin	1.0	1.5	65.5
	Other	9.1	13.9	65.2
	Total	79.7	78.0	102.1

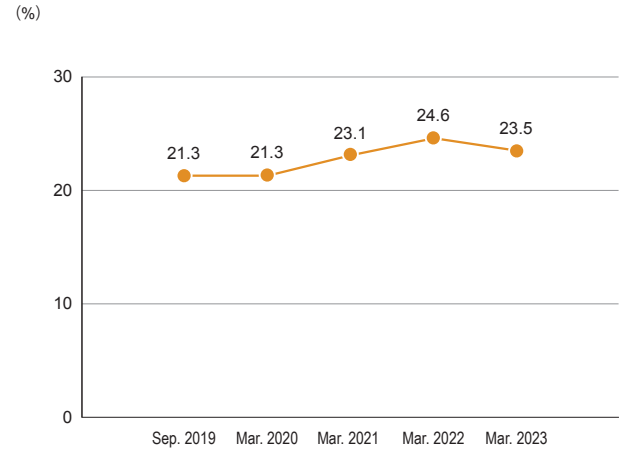
Expansion of Human Rights Management

Number of employees (consolidated/non-consolidated)



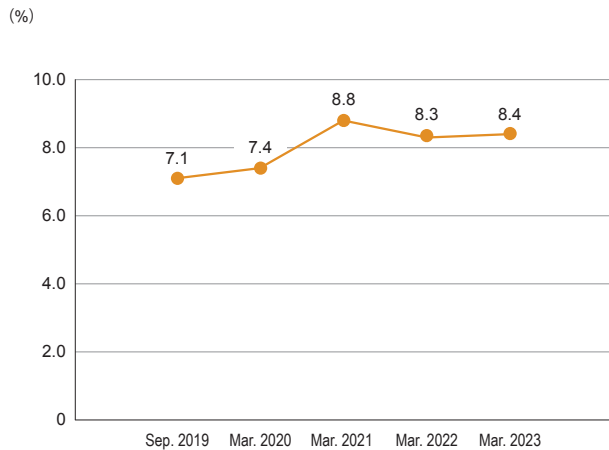
- * Consolidated (not including those seconded to outside the Group)
- * Non-consolidated (not including those who are seconded)
- * Data only for regular full-time and temporary full-time employees, and does not include contract employees.

Rate of female employees (Nihon Nohyaku Co., Ltd.)



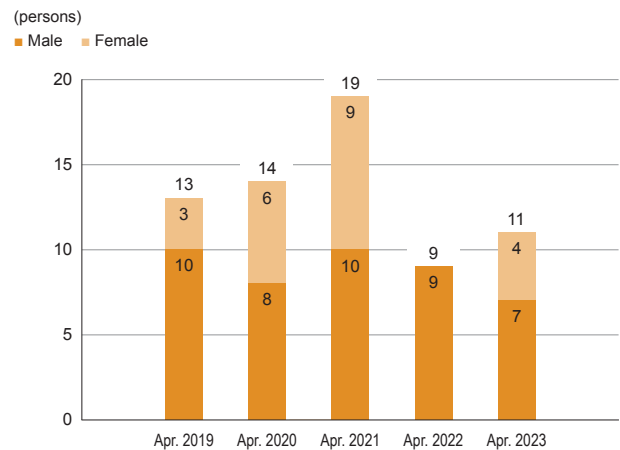
- * Non-consolidated (not including those who are seconded)
- * Data only for regular full-time and temporary full-time employees, and does not include contract employees.

Rate of female managers (Nihon Nohyaku Co., Ltd.)



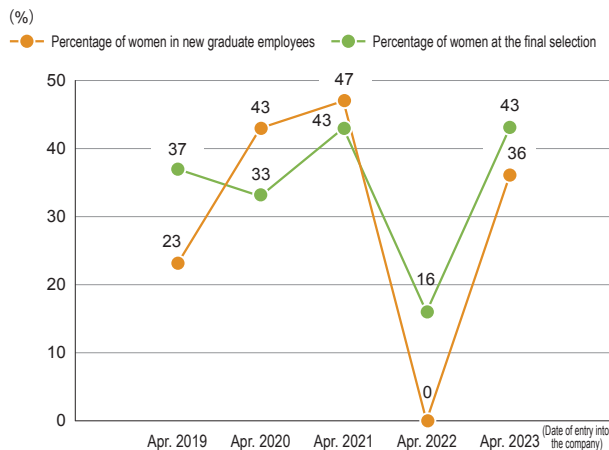
- * Non-consolidated (Enrolled employees = Including seconded employees)

Number of new graduate employees



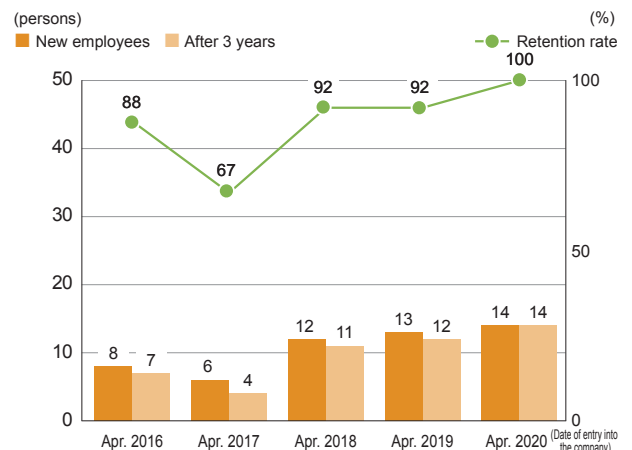
- * Non-consolidated

Percentage of women in new graduate employees and at the final selection for them



- * Non-consolidated

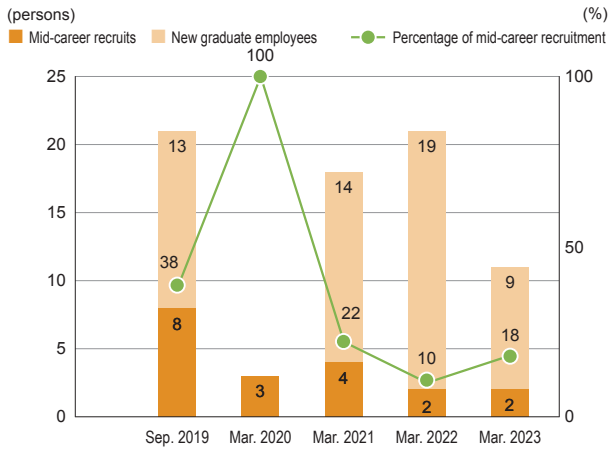
Retention rate of new graduate employees after 3 years of employment



- * Non-consolidated

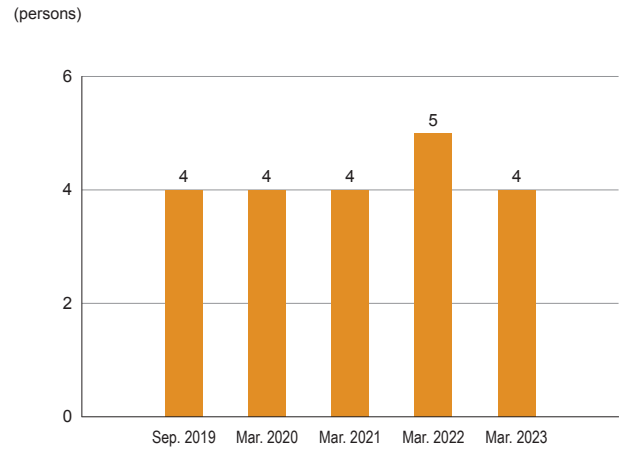
Expansion of Human Rights Management

Number of mid-career recruits and percentage of mid-career recruitment of full-time workers hired in the fiscal year



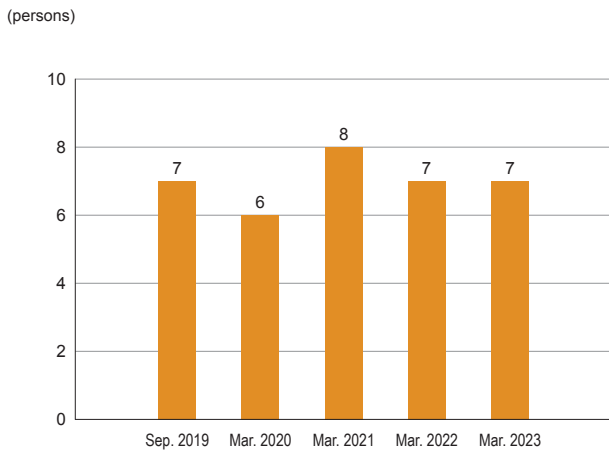
* Non-consolidated

Number of non-Japanese employees



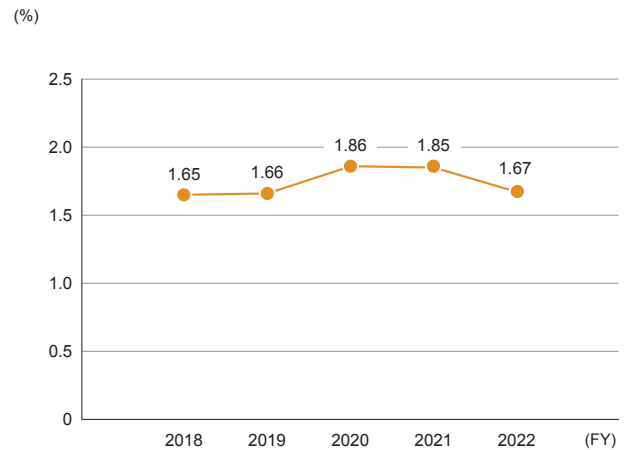
* Non-consolidated (Enrolled employees = Including seconded employees)

Number of employees with disabilities



* Non-consolidated (Enrolled employees = Including seconded employees)

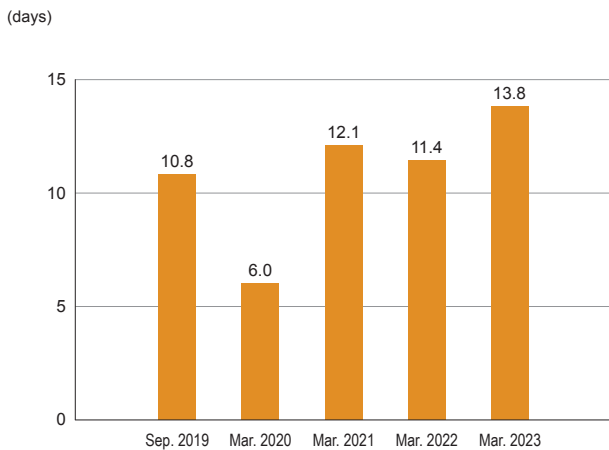
Percentage of employees with disabilities



* FY (April-March) figures

* Non-consolidated (Enrolled employees = Including seconded employees)

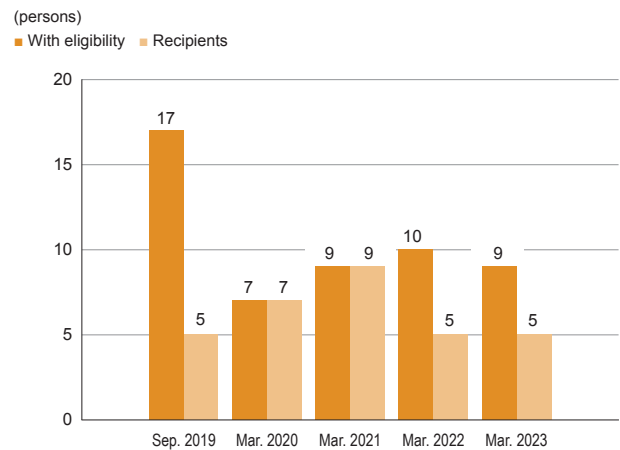
Average paid leave days taken per year



* September 2019 to March 2022: Non-consolidated (Enrolled employees = Including seconded employees). Applies to regular full-time and temporary full-time employees, and does not include contract employees.

* March 2023: Non-consolidated (not including seconded employees). Data for all employees, including contract employees.

Number of men eligible for childcare leave and number of men taking childcare leave



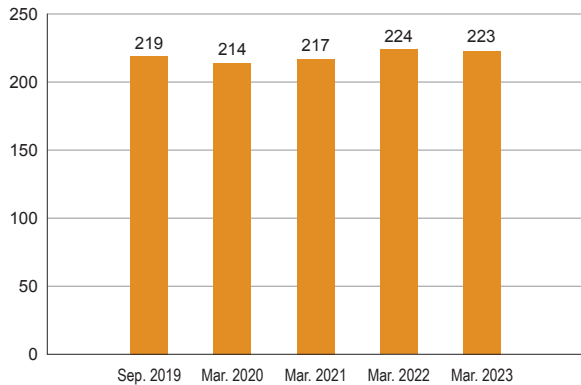
* Non-consolidated (not including those who are seconded)

* Female employee maternity leave usage rate was 100%.

Expansion of Human Rights Management

Number of union members

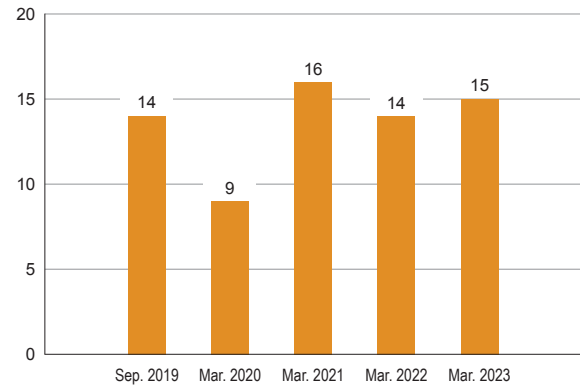
(persons)



* Non-consolidated(Enrolled employees = Including seconded employees)

Number of labor-management council

(times)



* Non-consolidated

Starting salary

	Apr. 2019	Apr. 2020	Apr. 2021	Apr. 2022	Apr. 2023
Doctoral degree	241,200 yen	241,200 yen	261,400 yen	268,900 yen	275,900 yen
Master's degree	220,300 yen	220,300 yen	240,500 yen	243,000 yen	250,000 yen
Bachelor's degree	212,500 yen	212,500 yen	231,700 yen	234,200 yen	241,200 yen

* Non-consolidated

Prescribed working hours and prescribed working days

	Sep. 2019	Mar. 2020	Mar. 2021	Mar. 2022	Mar. 2023
Prescribed working hours	1,855 hrs. 20 min.	912 hrs. 20 min.	1,847 hrs. 40 min.	1,847 hrs. 40 min.	1,855 hrs. 20 min.
Prescribed working days	242 days	119 days	241 days	241 days	242 days

* Non-consolidated

Stress check examination rate

	Sep. 2019	Mar. 2020	Mar. 2021	Mar. 2022	Mar. 2023
Stress check examination rate	95.0%	—	97.2%	97.7%	99.1%

* Non-consolidated(Enrolled employees = Including seconded employees)

Difference in wages between men and women (percentage of women's wages compared to men's)

	Overall	Full-time employees	Non-regular employees
	74.9%	83.1%	65.4%

* Non-consolidated(Enrolled employees = Including seconded employees)

Major Nihon Nohyaku programs related to comfortable work environments

Field	Internal programs
Work systems	Normal work system, Time attendance system, Flex-time work system, Discretionary work system, Deemed outside work-site system
Holidays	Saturdays, Sundays, national holidays, winter holidays (December 29-January 3), Labor Day (May 1), Foundation Anniversary Day (November 17)
Realizing diverse work styles	Annual paid leave, Congratulatory or condolence leave, Posting leave, Maternity leave, Summer vacation (5 days), Refresh vacations, Half-day paid leave, Childcare leave system, Childcare time (duty exemption), Shorter working hours system for expectant and nursing mothers (duty exemption), Child nursing care leave (paid), Leave for childcare (paid), Family care leave system, Family care leave (paid) Shorter working hours system for childcare, family care, injury and sickness treatment, Working from home system, Area full time employee system (only when appointed as full-time employee)
Maintaining and promoting the health of employees	Medical examinations for all employees (full physical examinations for employees over age 40), Long-term sick leave, Stress check surveys, Telephone health consultations
Other benefits	Property accumulation savings, Housing loans, Defined contribution pension plan, Employee stock ownership plan, Leased company housing system

» Enhancing the Safety Culture

Occupational Safety & Health, Process Safety & Disaster Prevention

● Incident rate

Workdays lost/total working hours (per 1,000 hours)

FY2018	FY2019	FY2020	FY2021	FY2022
0	0.23	0	0	0.03

* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

● Incident rate without workdays lost

Number of injury and sickness due to accidents without workdays lost/total working hours (per millions of hours)

FY2018	FY2019	FY2020	FY2021	FY2022
0	4.77	0	1.24	4.09

* Aggregation period: From October to September for FY2018 and earlier and from April to March for FY2019 onward

● Record of zero-occupational accidents (as of March 31, 2023)

Record of No. of days and working hours without an accident with workdays lost.

		Total No. of Days	Total Hours (1,000 hours)
Nihon Nohyaku	Research Center	239	365
	Osaka Office	2,434	198
Nichino Service	Fukushima Plant	3,350	1,382
	Kashima Plant	12,674	2,639
	Saga Plant	1,486	676

Scope of aggregation The scope of aggregation of incident rate, the incident rate without workdays lost, and record of zero-occupational accidents reflects the three business sites of the Research Center, Osaka Office and Nichino Service. Total working hours without accidents at the Osaka Office have been calculated since Aug. 2016.

● Expenditures on safety and health (FY2022)

Amount of money put towards improving employee health

	Total (thousand yen)
Vaccination and mental health	1,469
Industrial physician-related	7,939
Medical examination-related	14,967

* Scope of aggregation: Nihon Nohyaku and Nichino Service

Supply Chain Management

● The Nichino Group Green Procurement Standards

Each green supplier of chemical materials should satisfy the condition 1) and at least one more condition from 2) to 4).

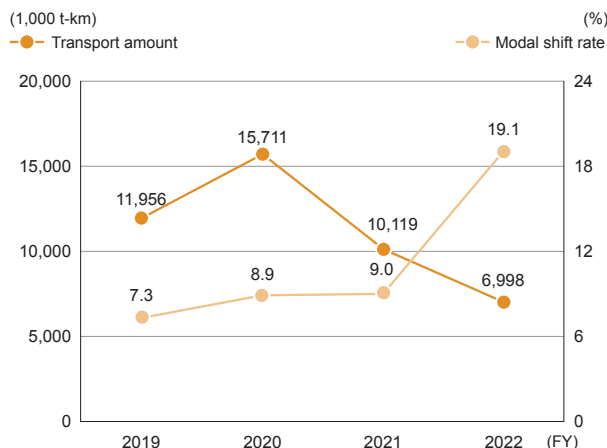
- 1) Providing SDS (Safety Data Sheet) or equivalent GHS-related information.
- 2) Actively promoting environmental conservation*¹.
- 3) Supplying products with less environmental impact and without highly hazardous substances*².
- 4) Not using highly hazardous substances during processing and manufacturing*².

*¹ Activity examples: acquired environment management system certification, involved in Responsible Care activities, participating in national environmental conservation activities (Fun to Share etc.), issuing environmental reports, acquired environmental ranking etc.

*² Hazardous substance examples: POPs, PRTR substances (excluding agrochemical active ingredients), substances subject to major regulations in other countries (e.g. SVHC in the EU), chemical substances not allowed in foods etc.

Logistics Safety

● Transport amount and modal shift rate



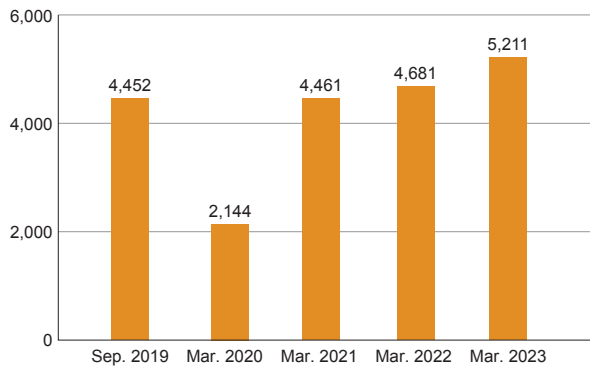
* Aggregation period: April to March

Development of Technologies and Products that Meet Needs of Society

R&D Expenses and Number of Patent Application Filed

R&D expenses (Group consolidated)

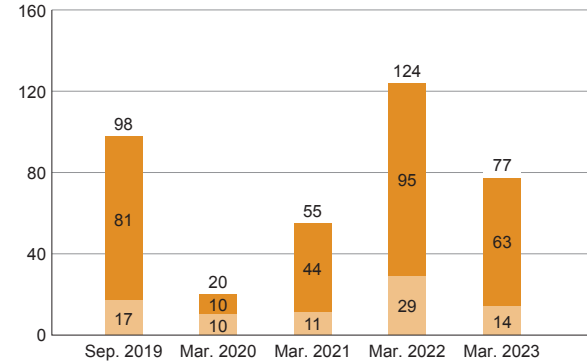
(million yen)



Number of patent applications filed (Nihon Nohyaku Co., Ltd.)

(Number)

Patent applications filed in Japan Patent applications filed out of Japan*



* Number of PCT international applications filed (by transfer country) + Paris route or Number of standard applications filed

Community Involvement

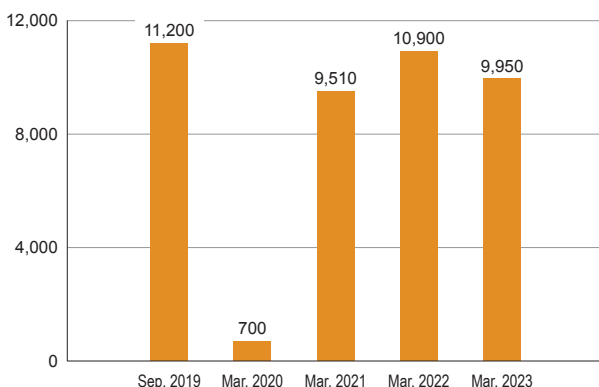
Communication with Investors

Communication with Investors

Content	Sep. 2019	Mar. 2020	Mar. 2021	Mar. 2022	Mar. 2023
Number of the company visits by investors	22	8	2	2	13
Number of visits to investors	12	4	0	0	0
Number of financial results briefing attendees	87	40	48	99	111
Number of participants in Research Center tours	6	0	0	0	0
Number of telephone conferences	11	6	40	69	113

Charitable donations (Nihon Nohyaku Co., Ltd.)

(thousand yen)



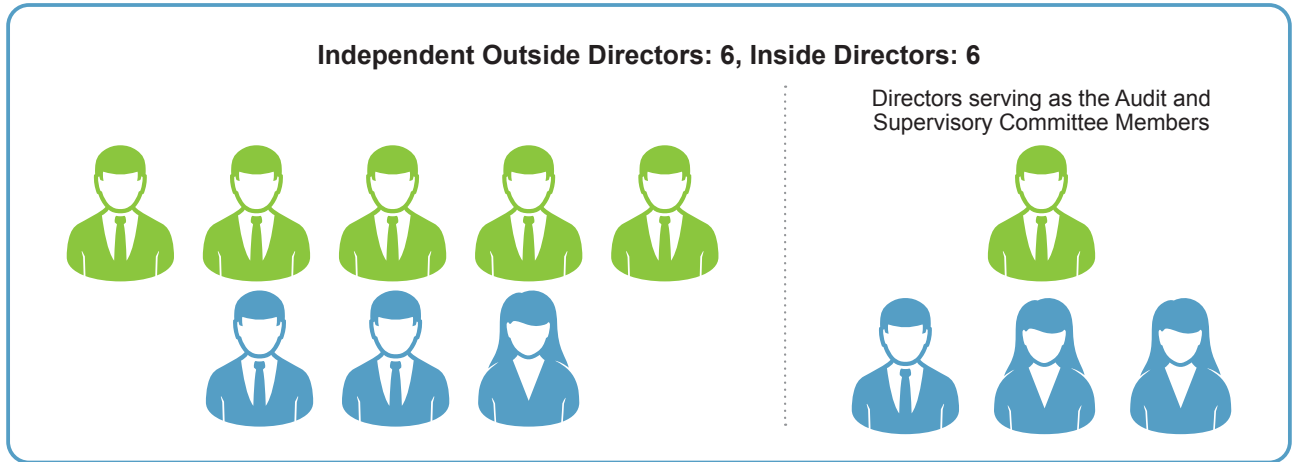
* FY2019 represents the period from October 1, 2019 to March 31, 2020 due to the change of fiscal year end.

Expansion of Compliance and Risk Management

Corporate Governance Structure and Initiatives (as of June 21, 2023)

 Internal Directors
 
 Outside Directors

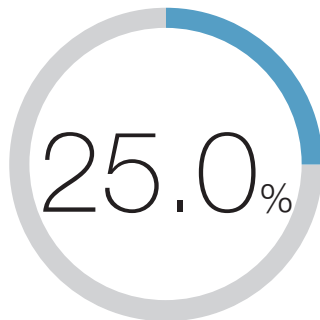
Number of Directors



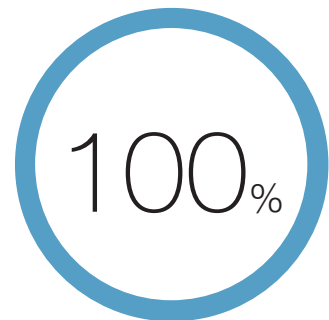
Percentage of Independent Outside Directors



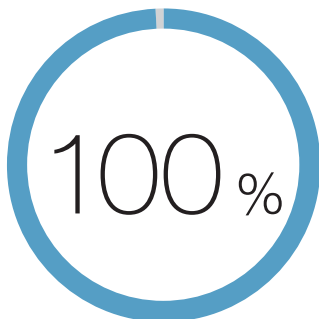
Percentage of female Directors



Average attendance rate of Directors (excluding Directors who are Audit and Supervisory Committee members) at Board of Directors meetings in FY2022



Average attendance rate of Directors who are Audit and Supervisory Committee members at Board of Directors meetings in FY2022



Governance Committee

Comprised of 6 Outside Directors, 3 Internal Directors



Chairperson (Outside Director)



Number of compliance violations/Number of internal reporting cases

	Mar. 2021	Mar. 2022	Mar. 2023
Number of compliance violations	7	9	14
Number of internal reporting cases	0	1	1

* The above aggregate results are from Nihon Nohyaku Co., Ltd.

» CSR Basic Policy, etc.

The Nihon Nohyaku Group has established the CSR Basic Policy and other policies to contribute to society as a better corporate citizen.

CSR Basic Policy

“Contributing to Food and the Environment / Society through Technological Innovation”

Based on the Basic Principles of Nihon Nohyaku Group, we will contribute to the society by taking on challenges to ensure sufficient food through technological innovations and to protect affluent lifestyles and the environment.

Principle Idea for Environment, Safety and Health Care

Nihon Nohyaku enacts the “principle idea for environment, safety and healthcare” for business enforcement as follows in order to preserve the environment, to secure safety and health and to accomplish our corporate mission.

- (1) **Develop technology to protect the environment, human safety, and health.**
- (2) **Carry out our business activities to protect the environment, human safety, and health.**
- (3) **Raise consciousness about protecting the environment, human safety, and health.**

Code of Conduct for Environment, Safety and Health Care

Our codes of conduct based on the “Principle Idea for Environment, Safety and Health Care” are as follows.

(1) R&D Activities

Research and develop highly safe products by fully evaluating their impact on the environment, safety, and health.
Strive to develop technology that will improve safety.

(2) Production Activities

Conduct production activities aimed at protecting the environment, ensuring safety and health, and improving energy efficiency.
Appropriately manage chemical substances throughout their entire life cycle, from development to disposal.

(3) Sales and Distribution Activities

Conduct sales and promotion activities with consideration for the environment, while ensuring safety and health.
Conduct appropriate distribution management of chemical substances with consideration for the environment, safety and health.

(4) Information Provision Activities

Publicly disclose information regarding information on our products related to the environment, safety and health, as necessary.
Provide product users with information on proper use, recycling, and management methods, and encourage them to utilize this information.

(5) PR Activities

Strive to communicate with society in order to provide an accurate view of our business activities, and obtain the cooperation of society for such activities.
Raise the awareness of all employees regarding environmental protection and the securing of safety and health, and conduct public relations and educational activities to realize these goals.

(6) Overseas Activities

When conducting overseas activities, comply with the laws and standards of the export destination country.
Comply with international codes of conduct and strive to protect the environment and ensure safety and health.

(7) Emergency Response

In the event of an environmental, safety or health problem, take all possible measures to ensure the safety and health of people, and to minimize the impact on the environment.
Provide necessary and appropriate technology, materials, and equipment information to enable rapid and accurate responses.

Basic Human Rights Policy

Nihon Nohyaku Group respects the human rights and diverse values of all our stakeholders, including our customers, and aims to achieve a society free of discrimination and prejudice.

Nihon Nohyaku Group Basic Procurement Policy

1. Consideration for Human Rights, Working Environment, Peace and Fairness

We respect and properly promote Human rights and diverse values in our procurement activities.

In our production activities, we strive to ensure a safe and healthy working environment; protect and respect internationally recognized Human Rights, eliminate unfair acts such as discrimination and harassment, and abolish compulsory labour and child labour.

In addition, we do not use raw materials that contain conflict minerals.

2. Compliance with Laws and Social Norms

We comply with the laws and social norms applicable to the countries and regions in which we operate, respect each culture and customs, and do not engage in any conduct that violates them.

In addition, we do not send or receive hospitality and gifts that deviate from social norms.

3. Fair Transactions and Equal Opportunities

We open our doors to a wide range of Business Partners and provide opportunities for fair transactions by disseminating information on procurement in a timely and appropriate manner.

In addition, we do not engage in unfair trade practices, refusals, payment delays, or unfair trade terms by abusing dominant bargaining position.

4. Selection of business partners

We select our business partners based on a comprehensive assessment of quality, prices, stable supplies, technological capabilities, CSR initiatives, and management stability and so on.

5. Promotion of Mutual Development (Partnerships)

With our business partners, we aim to deepen mutual understanding through questionnaires and audits, and grow together by building partnerships based on mutual trust.

6. Ensuring appropriate information management and intellectual property rights

We protect confidential information and undertake the appropriate handling of personal information obtained from our business partners.

In addition, we pledge to avoid infringement of any intellectual property rights related to patents, trademarks, and so on.

7. Ensuring quality and safety

We ensure compliance with the quality standards and legal requirements of safety standards in the countries and regions we provide our products and services.

In addition, we commit to providing accurate information on products and services to our customers.

8. Consideration for the environment

In cooperation with our Business partners, we actively prioritize the procurement of raw materials and products with minimal environmental impact.

We also promote the reduction of waste and greenhouse gas emissions in all our production activities.

Furthermore, we strive to protect the environment, including the conservation of biodiversity, and contribute to the realization of a sustainable society.

9. Social Contribution

As good corporate citizens, we aim to live in harmony with local communities and all stakeholders, and contribute to the realization of a sustainable society together with our business partners.

Nichino Group Basic Policy for Prohibition on Bribery

1. Purpose and Scope of Application

The Nichino Group shall comply with the laws and regulations on prohibition on bribery which are applicable in a country or area where the group companies conduct their business including the Japan Unfair Competition Prevention Act, the U.S. Foreign Corrupt Practices Act (US FCPA) and the UK Bribery Act 2010 (the “Bribery Laws and Regulations”) and apply this Basic Policy to all officers and employees of each group companies to prohibit the giving or receipt of a Bribe.

2. Definitions of Terms

“Nichino Group” means a group of companies comprising Nihon Nohyaku Co., Ltd. and companies a majority of whose issued shares are held or the management of which is substantially governed by Nihon Nohyaku Co., Ltd. and the financial and business policy of which may be affected by Nihon Nohyaku Co., Ltd. through personnel, asset or business relationships, etc. “Civil Servant” includes officers and employees of a state-owned or government-controlled company or corporation in addition to all civil servants, political parties, and candidates for public office.

“Business Partner” means a party with whom the Nichino Group conducts a transaction and includes agents, etc. (persons who provide services such as provision of information or intermediation, agency and mediation of transactions for the Nichino Group, regardless of the designation of the person such as agency, agent or consultant)

“Bribe” means monies and any other profits offered, promised to be offered or given as compensation for professional duties of a Civil Servant or for the purpose of acquiring or keeping business, receiving or keeping business facilities or obtaining an unjust business gain. So-called “facilitation payment (payment for the purpose of facilitating government affairs)” may also be considered to be the giving of a Bribe.

“Policy” means the way of thinking and rules that the officers and employees of each group company must comply with such as the policy, regulations, standards and guidelines of each group company for prohibition on bribery, including this Basic Policy.

3. Matters for Compliance

The Nichino Group shall request that all officers and employees of each group company comply with the following matters.

Prohibition on Bribery

Officers or employees shall not directly or indirectly offer, promise to offer or give a Bribe to anyone or receive a Bribe.

Understanding of and Compliance with the Bribery Laws and Regulations and Policy for Prevention of Bribery

Officers and employees shall fully understand and comply with the Bribery Laws and Regulations and the Policy for prevention of bribery.

Appropriate Approval Procedures and Ex-post Facto Confirmation Procedures

In principle, officers or employees shall not publicly or personally entertain or give a gift to a Civil Servant. However, if they do so exceptionally within the bounds of common sense in light of conventional wisdom, they must follow appropriate approval procedures and also conduct appropriate ex-post facto confirmation (review procedures).

Building of Sound Business Relationship

Officers and employees shall conduct business only with lawful and reliable Business Partners and add a provision to any agreements with such Business Partner to the effect that bribery is prohibited.

Regular Risk Assessment, Review and Improvement

Officers and employees shall regularly assess bribery risks and review the Policy, and control for the prevention of bribery, as well as revising and improving it as necessary.

Thorough Records Management

Officers and employees shall accurately prepare and manage records so that they can show that they comply with the Bribery Laws and Regulations and the Policy for prevention of bribery.

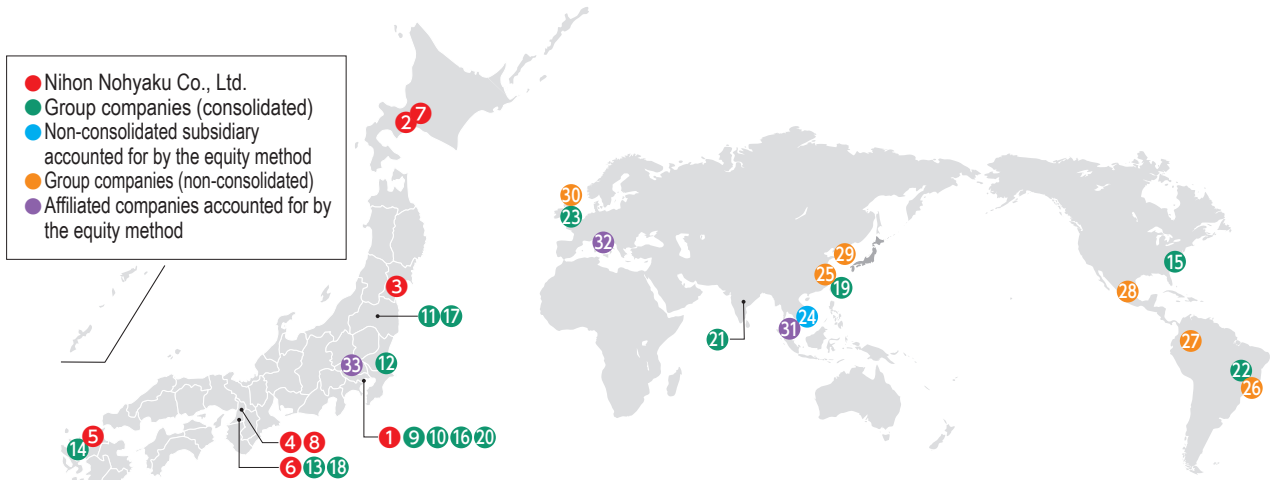
Prompt Report

If an officer or employee of the Nichino Group or a Business Partner is likely to be in breach of the Bribery Laws and Regulations or the Policy for prevention of bribery, such fact shall be promptly reported so that timely and appropriate measures can be taken.

4. Establishment of this Basic Policy, etc.

This Basic Policy shall come into force on December 24, 2015 and any addition and amendment may be made to this Basic Policy by a resolution of the Board of Directors of Nihon Nohyaku Co., Ltd.

Company Overview and List of The Nihon Nohyaku Group Companies



Nihon Nohyaku Co., Ltd.

as of August 1, 2023

Head Office address	19-8 Kyobashi 1-Chome, Chuo-ku, Tokyo 104-8386
Founded	November 17, 1928
Capital	14,939 million yen
Number of employees (consolidated)	1,567 (as of March 31, 2023)
Main business	Manufacture, import, export, and sale of a variety of products including agrochemicals, pharmaceuticals, animal health products, industrial chemicals, wood preservatives, and agricultural materials

Head Office and Branches	<ul style="list-style-type: none"> 1 Head Office, Tokyo Branch (Chuo-ku, Tokyo) 2 Sapporo Branch (Sapporo-shi, Hokkaido) 3 Sendai Branch (Sendai-shi, Miyagi) 4 Osaka Branch (Osaka-shi, Osaka) 5 Fukuoka Branch (Fukuoka-shi, Fukuoka) 8 Osaka Office (Osaka-shi, Osaka)
Research Facilities	<ul style="list-style-type: none"> 6 Research Center (Kawachinagano-shi, Osaka) 7 Naganuma Nursery (Yubari-gun, Hokkaido)
Manufacturing Plant (contracted)	<ul style="list-style-type: none"> 10 Nichino Service Co., Ltd. (11 Fukushima Plant / 12 Kashima Plant / 14 Saga Plant)

Consolidated Group Companies

9 Nichino Ryokka Co., Ltd.	Sales of chemicals/pesticides for golf courses, home & garden, and greenification, sales of turf and turf-related materials, planning and construction of gardens and amenity areas	Chuo-ku, Tokyo
10 Nichino Service Co., Ltd. (Head Office)	Manufacturing and sales of agrochemicals, contracted manufacturing, storage and transport of agrochemicals, cultivation and management of fields and real estate management	Chuo-ku, Tokyo
11 Fukushima Plant		Nihonmatsu-shi, Fukushima
12 Kashima Plant		Kamisu-shi, Ibaraki
13 Kawachinagano Center		Kawachinagano-shi, Osaka
14 Saga Plant	Miyaki-gun, Saga	
15 Nichino America, Inc.	Agrochemical sales, promotion, development, and registration in the U.S.A.	Wilmington, U.S.A.
16 Nihon Ecotech Co., Ltd.	Agrochemical residue analysis and chemical substance safety testing	Chuo-ku, Tokyo
17 Fukushima Analytical Technology Center		Nihonmatsu-shi, Fukushima
18 Osaka Analytical Technology Center	Kawachinagano-shi, Osaka	
19 Taiwan Nihon Nohyaku Co., Ltd.	Agrochemical sales, promotion, development, and registration in Taiwan	Taipei, Taiwan
20 AgriMart Corporation	Sales of termite control materials and epidemic prevention insecticides	Chuo-ku, Tokyo
21 Nichino India Pvt. Ltd.	Agrochemical manufacturing, sales, import and export, promotion, and development in India	Hyderabad, India
22 Sipcam Nichino Brasil S.A.	Agrochemical manufacturing and sales in Brazil	Uberaba, Brazil
23 Nichino Europe Co., Ltd.	Agrochemical sales, promotion, development, and registration in Europe	Cambridge, UK

Non-consolidated Subsidiary Accounted for by the Equity Method

24 Nichino Vietnam Co., Ltd.	Agrochemical sales, promotion, and development in Vietnam	Ho Chi Minh, Vietnam
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Non-consolidated Companies

25 Nichino Shanghai Co., Ltd.	Agrochemical promotion in China	Shanghai, China
26 Nichino do Brasil Agroquímicos Ltda.	Agrochemical development and registration in Brazil	Sao Paulo, Brazil
27 Nihon Nohyaku Andica S.A.S.	Agrochemical sales, import and export, promotion, and development in the Andes and Central America	Bogota, Colombia
28 Nichino México S. de R.L. de C.V.	Agrochemical sales, promotion, development, and registration in Mexico	Mexico City, Mexico
29 Nichino Korea Co., Ltd.	Agrochemical sales, promotion, development, and registration in South Korea	Seoul, South Korea
30 Interagro (UK) Ltd.	Sales and development of adjuvants and biostimulants in the UK and Europe	Hertfordshire, UK

Affiliated Companies Accounted for by the Equity Method

31 Agricultural Chemicals (Malaysia) Sdn. Bhd.	Agrochemical manufacturing and sales in Malaysia	Penang, Malaysia
32 Sipcam Europe S.p.A.	Agrochemical manufacturing and sales in Europe	Milan, Italy
33 Tama Kagaku Kogyo Co., Ltd.	Contract manufacturing of active ingredients and raw materials for agrochemicals, pharmaceuticals and functional materials	Yashio-shi, Saitama

Information of Each Facility

Number of employees for Research Center and each plant includes non-full-time employees.

Research Center

General Manager: Shinsuke Fujioka

Address:

345, Oyamada-cho, Kawachinagano-shi,
Osaka

Number of employees: 222

(Including employees of Nichino Service stationed at the office)

Land area: approx. 71,000 m²

Floor surface area: approx. 16,000 m²

Research Center environmental data

Items	Content (unit)	FY2020	FY2021	FY2022
Energy	Crude oil equivalent (kℓ)	2,010.4	2,077.8	2,006.7
	Water (1,000 m ³)	30.0	29.2	30.7
Atmospheric emissions	SOx (t)	0.0	0.0	0.0
	NOx (t)	1.1	0.7	0.0
	Dust (t)	0.0	0.0	0.0
	CO ₂ (t)	3,050.8	3,348.6	3,019.2
Waste	Amount (t)	211.7	268.1	192.7
	Final landfill (t)	94.9	98.0	94.0
	Volume (1,000 m ³)	20.0	18.3	19.2
Waste water	COD (t)	0.0	0.0	0.0
	BOD (t)	—	—	0.0



Osaka Office

General Manager: Hideo Yamamoto

Address: 2-30, Tsukuda 5-Chome,
Nishiyodogawa-ku, Osaka

Number of employees: 14

(Including employees of Nichino Service stationed at the office)

Land area: Approx. 12,300 m²

Floor surface area: Approx. 3,600 m²

Osaka Office environmental data*1

Items	Content (unit)	FY2020	FY2021	FY2022
Energy	Crude oil equivalent (kℓ)	45.1	31.7	37.7
	Water (1,000 m ³)	0.7	0.6	0.4
Atmospheric emissions	SOx (t)	0.0	0.0	0.0
	NOx (t)	0.0	0.0	0.0
	Dust (t)	0.0	0.0	0.0
	CO ₂ (t)	49.4	43.4	45.6
Waste	Amount (t)	75.5	44.8	42.1
	Final landfill (t)	3.0	1.4	1.3
	Volume (1,000 m ³)	0.0	0.0	0.0
Waste water*2	COD (t)	0.0	0.0	0.0
	BOD (t)	—	—	0.0

*1 Includes volume used by the departments of Nihon Nohyaku and Nichino Service stationed at the office.

*2 Waste water are all treated as industrial waste at the Osaka Office.

Nichino Service Co., Ltd. Kashima Plant

General Manager: Shigeyuki Sakao
Address: 19, Sunayama, Kamisu-shi, Ibaraki
Number of employees: 60
 (including assigned Nihon Nohyaku members)
Land area: approx. 45,000 m²
Floor surface area: approx. 12,800 m²



Nichino Service Kashima Plant environmental data*

Items	Content (unit)	FY2020	FY2021	FY2022
Products	Active ingredients / bulk powder (t)	1,623.8	1,747.9	1,843.3
Energy	Crude oil equivalent (kℓ)	1,943.5	2,226.3	1,962.6
	Water (1,000 m ³)	183.0	215.0	220.2
Atmospheric emissions	SOx (t)	0.1	0.1	0.1
	NOx (t)	7.4	3.1	7.6
	Dust (t)	7.8	6.1	0.0
	CO ₂ (t)	3,159.9	3,469.9	3,018.9
Waste	Amount (t)	5,668.1	4,293.6	6,029.8
	Final landfill (t)	4.5	3.2	3.5
	Volume (1,000 m ³)	151.7	201.6	211.1
Waste water	(t)	2.2	3.2	3.0
	BOD (t)	—	—	10.8

* Includes volume used by the departments of Nihon Nohyaku stationed at the plant

Nichino Service Co., Ltd. Fukushima Plant

General Manager: Toshiaki Shimizu
Address: 286, Hiraishitakada 4-Chome, Nihonmatsu-shi, Fukushima
Number of employees: 107
Land area: approx. 119,000 m²
Floor surface area: approx. 26,000 m²



Nichino Service Fukushima Plant environmental data

Items	Content (unit)	FY2020	FY2021	FY2022
Products	Agrochemicals (t)	5,566.0	5,620.3	5,352.0
Energy	Crude oil equivalent (kℓ)	525.2	472.8	439.3
	Water (1,000 m ³)	8.2	8.9	8.3
Atmospheric emissions	SOx (t)	0.8	0.2	0.3
	NOx (t)	0.2	0.1	0.1
	Dust (t)	0.0	0.0	0.0
	CO ₂ (t)	1,123.8	909.1	894.1
Waste	Amount (t)	499.3	424.2	394.2
	Final landfill (t)	132.8	0.0	1.5
	Volume (1,000 m ³)	6.7	6.6	6.5
Waste water	(t)	0.0	0.0	0.0
	BOD (t)	—	—	0.0

Nichino Service Co., Ltd. Saga Plant

General Manager: Toru Ohuchi
Address: 180-1, Aza Nihonsugi, Oaza Tsutsumi, Kamimine-cho, Miyaki-gun, Saga
Number of employees: 99
Land area: approx. 83,900 m²
Floor surface area: approx. 20,000 m²



Nichino Service Saga Plant environmental data

Items	Content (unit)	FY2020	FY2021	FY2022
Products	Agrochemicals (t)	5,376.0	6,409.2	5,377.3
Energy	Crude oil equivalent (kℓ)	940.0	1,124.9	938.6
	Water (1,000 m ³)	12.9	21.7	12.6
Atmospheric emissions	SOx (t)	0.2	0.0	0.1
	NOx (t)	1.1	0.2	0.6
	Dust (t)	0.0	0.0	0.0
	CO ₂ (t)	1,502.5	2,167.7	1,549.3
Waste	Amount (t)	300.0	631.6	629.4
	Final landfill (t)	0.0	0.0	0.0
	Volume (1,000 m ³)	4.8	4.4	4.8
Waste water	(t)	0.0	0.0	0.0
	BOD (t)	—	—	0.0

NIHON NOHYAKU CO., LTD.

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Phone +81-570-09-1177

Website <https://www.nichino.co.jp/en/index.html>

