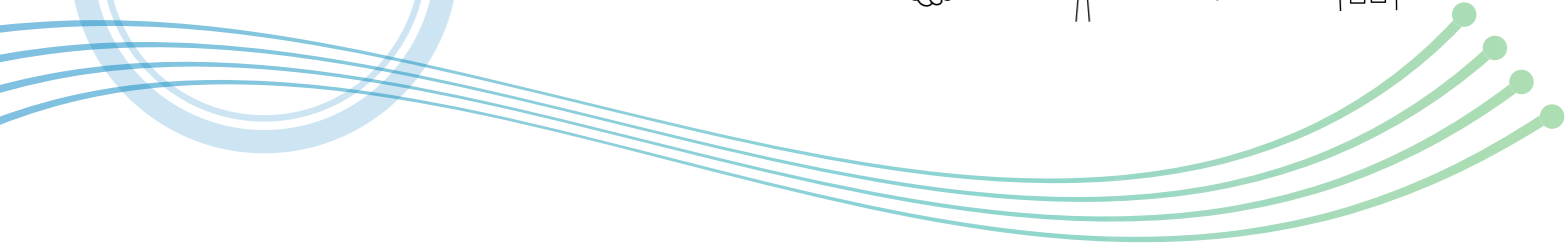
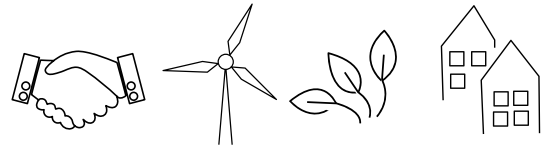




NOK CORPORATION

# ESG Data Book 2021



## Employee situation

Composition of employees (by region) (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Japan	9,807	10,158	10,789	11,001	11,017
China	14,683	12,774	11,681	10,913	9,383
Southeast Asia	23,003	19,891	18,651	17,395	16,194
Europe and the United States	688	706	1,130	1,183	1,405
<b>Total</b>	<b>48,181</b>	<b>43,529</b>	<b>42,251</b>	<b>40,492</b>	<b>37,999</b>

\* On a consolidated basis

Composition of employees (by type of employment) (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Regular employees	3,143	3,248	3,419	3,529	3,676
Non-regular employees	431	427	410	389	389
<b>Total</b>	<b>3,574</b>	<b>3,675</b>	<b>3,829</b>	<b>3,918</b>	<b>4,065</b>

\* NOK on a non-consolidated basis (including non-regular employees)

Composition of employees (on the basis of gender) (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	2,448	2,535	2,677	2,747	2,857
Female	695	713	742	782	819
<b>Total</b>	<b>3,143</b>	<b>3,248</b>	<b>3,419</b>	<b>3,529</b>	<b>3,676</b>

\* On a parent basis

Average age (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	40	40	40	40.1	40.3
Female	38.9	39.5	39.8	40.1	40.4
<b>Overall</b>	<b>39.7</b>	<b>39.9</b>	<b>39.9</b>	<b>40.1</b>	<b>40.3</b>

\* On a parent basis

Employee ratio by age (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Age 20s and under	—	—	—	22.1%	20.7%
Age 30s	—	—	—	27.5%	27.3%
Age 40s	—	—	—	29.6%	29.1%
Age 50s	—	—	—	20.5%	22.4%
Age 60s and over	—	—	—	0.3%	0.4%

\* On a parent basis

Average length of continuous service (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	17.1	17.1	16.9	17.1	17.3
Female	18.6	18.8	18.9	19.3	19.5
<b>Overall</b>	<b>17.5</b>	<b>17.4</b>	<b>17.4</b>	<b>17.6</b>	<b>17.8</b>

\* On a parent basis

Employee retention status (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Rate of turnover	1.2	1.1	1.3	1.0	2.1

\* On a parent basis

Hiring of new graduates (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	102	87	115	117	92
Female	23	25	32	34	25
<b>Overall</b>	<b>125</b>	<b>112</b>	<b>147</b>	<b>151</b>	<b>117</b>

\* On a parent basis

Rate of hiring of new female graduates for the managerial track (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Hiring ratio	3.1	4.4	6.1	5.2	6.3

\* On a parent basis

Number of new hires (total of new graduates and mid-career hires) (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	—	—	—	134	98
Female	—	—	—	42	26
<b>Overall</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>176</b>	<b>124</b>

\* On a parent basis

Number of turnovers (leaving on own volition) (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	—	—	—	34	48
Female	—	—	—	12	18
<b>Overall</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>46</b>	<b>66</b>

\* On a parent basis

Ratio of new employee's standard salary as compared to the regional designated salary (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Fukushima	—	—	—	132.9%	132.6%
Kumamoto	—	—	—	134.2%	133.7%

\* NOK non-consolidated / Only lists the Fukushima Plant and Kumamoto Plant, which are the major sites, no gender differences

## Labor-management relations

Number of labor-management conferences held (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Number of Central Labor Management Councils held	20	15	16	16	17

## Diversity

Employment of disabled persons (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Rate of employment	1.98	2.06	2.06	2.06	2.03

\* On a parent basis

Ratio of women in managerial positions (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Domestic	—	—	0.52%	0.82%	0.52%
Overseas	—	—	29.23%	28.10%	29.99%

\* On a consolidated basis

## Work-life Balance

Hours worked per employee/Average number of days of annual paid leave taken (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Actual total hours worked per employee	2,117.8	2,100.1	2,096.2	2,041.7	1,953
Overtime worked per employee (on an annual basis)	273.8	256.1	253	205.8	117
Average number of days of annual paid leave taken	13.5	13.5	13.6	14.5	14.5

\* On a parent basis

Number of employees who took childcare leave (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	0	1	0	1	2
Female	47	53	53	60	47

\* On a parent basis

Number of employees who took nursing care leave (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	0	0	0	0	1
Female	0	1	0	0	0

\* On a parent basis

Number of persons reemployed (As of March 31, 2021)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Male	202	210	223	209	212
Female	6	5	6	6	10

\* On a parent basis

## List of quality management system certified companies

Country	Certified companies (business divisions/business establishments)	Operating site	Type of standards	Date of acquisition	
Japan	NOK CORPORATION Oil Seal Division		ISO 9001	7-Mar-14	
	Tenei Seal Industry Corporation		ISO 9001	18-Dec-20	
	Miharu Industry Corporation		ISO 9001	12-Apr-21	
	Tohoku Seal Industry Corporation		ISO 9001	2-Apr-21	
	Miyagi NOK Corporation		ISO 9001	15-Mar-21	
	Nihonmatsu NOK Corporation		ISO 9001	3-Mar-21	
	NOKMETAL Co., Ltd.		ISO 9001	14-Apr-21	
	NOK CORPORATION Plastics & Polyurethane Division	Kitaibaraki Plant		ISO 9001	3-Sep-07
		Ishihara Polyurethane Industry Corporation		ISO 9001	15-Dec-14
	NOK CORPORATION Gaskets & Boots Division	Shizuoka Plant		ISO 9001	9-Oct-13
		Nihonmatsu Plant		ISO 9001	9-Oct-13
		Tsukuba Plant		ISO 9001	9-Oct-13
		MYK Corporation		ISO 9001	9-Oct-13
		Kikugawa Seal Industry Co., Ltd.		ISO 9001	9-Oct-13
	NOK CORPORATION Tokai Plant		ISO 9001	17-Oct-07	
	NOK CORPORATION Vibration Control Division	Tottori Plant		ISO 9001	3-Jun-09
		TVC Co., Ltd.		ISO 9001	3-Jun-09
	NOK CORPORATION Precision Moldings & O-rings Division	Kumamoto Plant		ISO 9001	30-Sep-98
	Isshin Industries Corporation		ISO 9001	28-Nov-11	
	Kanasei Corporation		ISO 9001	13-Apr-11	
Saga NOK Corporation (Ureshino Plant)		ISO 9001	7-Feb-01		
Saga NOK Corporation (Tosu Plant)		ISO 9001	7-Nov-08		
Kusu NOK Corporation		ISO 9001	27-Mar-04		
Kumamoto NOK Corporation		ISO 9001	24-Mar-04		
Nichinan NOK Corporation		ISO 9001	24-Mar-05		
Aso NOK Corporation		ISO 9001	25-Jun-08		
Thailand	Thai NOK Co., Ltd.	Oil Seal Production	IATF 16949	28-Jan-18	
		Vibration Control Production	IATF 16949	24-Jan-18	
		Rubber Seal Production	IATF 16949	2-Feb-18	
Vietnam	Vietnam NOK Co., Ltd.		ISO 9001	1-Sep-09	
			IATF 16949	12-Dec-11	
Indonesia	P.T. NOK Indonesia		IATF 16949	26-Jul-17	
		PT. NOK Freudenberg Sealing Technologies	ISO 9001	10-Jul-18	
China	Wuxi NOK-Freudenberg Oil Seal Co., Ltd.		IATF 16949	13-Jun-18	
			ISO 9001	21-Mar-99	
		Changchun NOK-Freudenberg Oil seal Co., Ltd.	IATF 16949	17-Apr-18	
			IATF 16949	12-Jun-18	
		Taicang NOK-Freudenberg Sealing Products Co., Ltd.	ISO 9001	20-Feb-07	
			IATF 16949	20-Jan-16	
	NOK (Wuxi) Vibration Control China Co., Ltd.	IATF 16949	15-Mar-19		
	NOK (Wuxi) Water Treatment Technology Co., Ltd.	ISO 9001	29-Oct-20		

\* This list covers establishments engaged in seal production among overseas group companies.

## Corporate Governance

## Composition of the board of directors

	As at the end of FY 2018	As at the end of FY 2019	As at the end of FY 2020
Number of auditors	9	8	9
Of which, the number of outside directors	2	2	2
Of which, the number of female auditors	0	0	0

## Composition of auditors

	As at the end of FY 2018	As at the end of FY 2019	As at the end of FY 2020
Number of auditors	5	5	5
Of which, the number of outside auditors	3	3	3
Of which, the number of female auditors	0	0	0

## Composition of the Directors

(As of March 31, 2021)

	Total	Gender		Internal/External	
		Male	Female	Internal	External
Directors	8	8	0	6	2
Operating Officer	15	15	0	—	—

\* On a parent basis

## Board of Directors

	As at the end of FY 2018	As at the end of FY 2019	As at the end of FY 2020
Number of board of directors' meetings held (Held on paper)	14(0)	13(2)	14(2)
Average attendance rate	97.7%	98.2%	100%

## Board of Statutory Auditors

	As at the end of FY 2018	As at the end of FY 2019	As at the end of FY 2020
Number of board of statutory auditors' meetings held	11	9	12
Average attendance rate	92.7%	97.8%	98.3%

## Remuneration of Directors and Auditors

(Millions of yen)

	FY 2018	FY 2019	FY 2020
Directors	296	289	317
Of which, the number of outside directors	12	12	11

• The directors' remuneration for FY 2019 includes remuneration granted to a board director who stepped down as a director as of October 31, 2019.

• The directors' remuneration for FY 2018 includes remuneration for one director who retired from the position of board director at the conclusion of the 112th Ordinary General Meeting of Shareholders held on June 27, 2018.

## Auditors' Remuneration

(Millions of yen)

	FY 2018	FY 2019	FY 2020
Number of Auditors	60	59	60
Of which, the number of outside auditors	18	18	17

• The directors' remuneration for FY 2020 includes remuneration for two auditors who retired from the position of board director at the conclusion of the 114th Ordinary General Meeting of Shareholders held on June 25, 2020.

## Political Donations

(Millions of yen)

	FY 2018	FY 2019	FY 2020
Result	0	0	0

No political donations have been made in the past ten years.

### Efforts to Enhance Corporate Governance

Year	Month	Policy	Purpose
2004	Apr.	Established the Crisis Management Office	Preventing and minimizing negative impacts on business continuity.
	Jul.	Established Accounting Audit Division	Established as an internal audit department
2006	May.	Established Basic Policy for Internal Control System	Established Basic Policy for Internal Control System
		Enacted the NOK Charter of Corporate Behavior	Enacted and declared Management Principles, Management Policies, and Principles of Corporate Behavior.
	Aug.	Enacted the Behavioral Guidelines Concerning Employee Compliance.	Enacted and disseminated guidelines on matters to be complied with by employees.
		Established Compliance Rules	Established handling of compliance with laws and regulations and company rules and regulations
2007	Mar.	Established Risk Management Rules	Established how to deal with business risks and emergencies
	Oct.	Established Management Rules for Internal Control Subsidiaries	Established matters to be instructed to subsidiaries and matters to be observed by subsidiaries
		Established Internal Control Rules for financial reporting	Established methods for establishing and evaluating internal control related to financial reporting
2008	Jan.	Established the Internal Control Audit Committee	Development of an internal control system, audit of its operational status and proper maintenance.
2009	Jun.	Introduced the Executive Officer System.	Separation of management oversight and executive functions, and the establishment of an agile management system.
		Changed the term of office of directors to one year.	Separation of management oversight and executive functions, and the establishment of an agile management system.
		Revised the executive compensation system.	Introduction of long-term performance-based and performance-linked compensation system.
2013	Jul.	Established Internal Control Rules	Integrated "Internal Control Subsidiary Management Rules" and other internal control related regulations
2015	Jun.	Established the Risk Management Committee	Minimizing risk probability and losses through cross-organizational verification and evaluation.
		One external director took office	Strengthening the management oversight function.
2016	Apr.	Installed a whistle-blowing system (including Domestic Group Companies)	Created a whistle-blowing system by establishing the Whistle-Blowing Hotline (in and outside of the company)
	May.	Started assessing the effectiveness of the Board of Directors.	Improving the effectiveness of the Board of Directors
	Jun.	Increased the number of external directors to two.	Strengthening the management oversight function.
	Oct.	Established the CSR Committee	Raising the awareness of CSR throughout the company and promoting effective CSR activities.
		Established the Central BCM Committee.	Increasing the effectiveness of the business continuity plan and contributing to the improvement of corporate value.
2017	Jan.	Established Seals Segment BCM Committee	Built and maintained BCM within the segment as a sub-organization of the Central BCM Committee
	Mar.	Established Electronics Segment BCM Committee	Built and maintained BCM within the segment as a sub-organization of the Central BCM Committee
2019	Jan.	Business Continuity Management Rules	Established Business Continuity Management System
	Jul.	The Management Oversight Council (composed of the President and Representative Director, external directors and auditors).	Check, assessment and advice on key management issues and serious risks.
2020	Oct.	Expanded the installation of the whistle-blowing system (at group companies in China excluding Taiwan and Hong Kong)	Strengthened the whistle-blowing system by expanding the establishment of the Whistle-Blowing Hotline at some overseas bases
2021	May.	Established the ESG Committee	Promoted the company's continued sustainable growth and the implementation of responsible initiatives

### List of ISO14001-certified companies

In the NOK Group, 98.5% of the plants/offices have obtained ISO14001.

Country	ISO14001-certified companies	Scope of application	Date of acquisition
Japan	NOK CORPORATION	Fukushima Plant, Fukushima Site	2-Mar-02
		Fukushima Plant, Nihonmatsu Site	1-Mar-03
		Kitaibaraki Plant	2-Mar-11
		Isohara Plant	2-Mar-11
		Toyoda Plant	2-Mar-11
		Shirasawa Plant	18-Apr-19
		Fujisawa Plant / Shonan R&D Center	2-Mar-02
		Shizuoka Plant	1-Mar-03
		Tokai Plant	1-Mar-03
		Tottori Plant	2-Mar-05
	Tenei Seal Industry Corporation	Kumamoto Plant	5-Mar-04
		Headquarters Factory	31-Mar-06
		Fukushima Plant: Certified as NOK	2-Apr-12
	NOKMETAL Co., Ltd.	Nonodake Factory (Headquarters)	26-Jan-07
		Kawamata Factory	26-Jan-07
		Kawamata Factory (Kogami)	26-Jan-07
		Kawamata Plant (Nihonmatsu): Certified as NOK	2-Mar-11
	Miyagi NOK Corporation	Tome Plant	10-Mar-06
		Miyazaki Plant	2-Mar-06
	Miharu Industry Corporation		31-Mar-06
	Tohoku Seal Industry Corporation		10-Feb-06
	Nihonmatsu NOK Corporation	Certified as NOK	2-Apr-12
	Isohara Polyurethane Industry Corporation	Certified as NOK	2-Mar-14
	Isshin Industries Corporation		27-Mar-07
	Kanasei Corporation	Fukushima Plant	25-Feb-13
	Kikugawa Seal Industry Co., Ltd.	Head Office Plant: Certified as NOK	13-Mar-15
		Honjo Plant: Certified as NOK	18-Apr-19
	MYK Corporation	Head Office Plant: Certified as NOK	2-Mar-11
	TVC Co., Ltd.		9-Mar-07
	Saga NOK Corporation	Ureshino Plant	14-Feb-07
		Tosu Plant	14-Apr-08
	Kumamoto NOK Corporation	Headquarters Factory	28-Mar-07
		The First Factory	28-Mar-07
	Kusu NOK Corporation		28-Mar-07
	Nichinan NOK Corporation		28-Mar-07
	Aso NOK Corporation		28-Mar-07
	NIPPON MEKTRON, LTD.		20-Mar-02
	MEKTEC-J Co., Ltd.	Certified as NIPPON MEKTRON, LTD.	1-Apr-14
	SYNZTEC CO., LTD.		17-Dec-99
	Kuki Roll Industry Co., Ltd.		17-Dec-99
Tokai Industry Co., Ltd.	Motomiya Plant	29-Jun-18	
	Branch plant	29-Jun-18	
NOK KLUEBER CO., LTD.		8-Mar-02	
UNIMATEC CO., LTD.	The First Factory	8-Feb-12	
NOK Elastomers Processing Co., Ltd.		16-Aug-06	
NOK Fugaku Engineering Co., Ltd.		21-Aug-02	
Thailand	Thai NOK Co., Ltd.	Panthong Plant	16-Jul-07
		Bangpakong Plant	16-Jul-07
Mektec Manufacturing Corporation (Thailand) Ltd.			6-Sep-00
	Mektec Precision Component (Thailand) Ltd.		2-Jan-04
Malaysia	Synztec (Malaysia) Sdn. Bhd.		4-Dec-03
Vietnam	Vietnam NOK Co., Ltd.		1-Sep-09
	Mektec Manufacturing Corporation (Vietnam) Ltd.		17-Jan-19
Synztec Vietnam Co., Ltd.			24-Jan-17
	PT. NOK Indonesia		12-Oct-04
Indonesia	PT. NOK Freudenberg Sealing Technologies		15-Oct-07
	PT. NOK Precision Component Batam		3-Dec-02
China	Wuxi NOK-Freudenberg Oil Seal Co., Ltd.		3-Dec-03
	Changchun NOK-Freudenberg Oil seal Co., Ltd.		22-Jun-06
	NOK (Wuxi) Vibration Control China Co., Ltd.		5-May-08
	NOK (Wuxi) Water Treatment Technology Co., Ltd.		Scheduled to acquire the ISO14001 in FY 2022
	Mektec Manufacturing Corporation (Zhuhai) Ltd.	Nanping Plant	26-Jun-02
Mektec Manufacturing Corporation (Suzhou) Ltd.	Longshan Plant	26-Jun-02	
			31-May-06
Synztec Precision Parts (Shenzhen) Co., Ltd.		25-Dec-02	
Synztec Precision Parts (Shanghai) Co., Ltd.		12-Nov-06	
Taiwan	Mektec Corporation	Kaohsiung Plant	29-Nov-00
		Tainan Plant	29-Nov-00

\* This list covers establishments engaged in seal production among overseas group companies.



Environmental Performance Data

INPUT

Item	Scope of Coverage	Unit	FY 2018	FY 2019	FY 2020
<b>Total consumption of raw materials</b>	Non-consolidated	1,000 tons	96	91	81
Rubber	Non-consolidated	1,000 tons	14	13	12
Compounding ingredients and adhesives	Non-consolidated	1,000 tons	12	11	10
Plastics	Non-consolidated	1,000 tons	1	1	1
Metals	Non-consolidated	1,000 tons	69	66	58
<b>Total energy consumption</b>	Non-consolidated	TJ	875	897	832
	Consolidated	TJ	13,436	12,846	11,899
Electricity	Non-consolidated	TJ	791	813	756
	Consolidated	TJ	12,660	12,139	11,273
Fuels	Non-consolidated	TJ	84	84	75
	Consolidated	TJ	776	707	627
<b>Total water withdrawals</b>	Non-consolidated	1,000 m <sup>3</sup>	435	393	358
	Consolidated	1,000 m <sup>3</sup>	9,414	8,768	8,254
City Water	Non-consolidated	1,000 m <sup>3</sup>	337	295	282
	Consolidated	1,000 m <sup>3</sup>	4,984	4,610	4,488
Industrial Water	Non-consolidated	1,000 m <sup>3</sup>	32	27	18
	Consolidated	1,000 m <sup>3</sup>	3,985	3,879	3,509
Ground Water	Non-consolidated	1,000 m <sup>3</sup>	66	70	58
	Consolidated	1,000 m <sup>3</sup>	445	279	257
<b>Consumption of substances subject to PRTR</b>	Non-consolidated	1,000 tons	1.2	1.4	1.2

OUTPUT

Item	Scope of Coverage	Unit	FY 2018	FY 2019	FY 2020
<b>Total CO<sub>2</sub> emissions (Scope 1 + Scope 2)</b>	Non-consolidated	1,000 tons of CO <sub>2</sub>	48	49	42
	Consolidated	1,000 tons of CO <sub>2</sub>	774	722	640
Scope 1	Non-consolidated	1,000 tons of CO <sub>2</sub>	5	5	4
	Consolidated	1,000 tons of CO <sub>2</sub>	46	43	38
Scope 2	Non-consolidated	1,000 tons of CO <sub>2</sub>	43	44	37
	Consolidated	1,000 tons of CO <sub>2</sub>	728	679	602
Scope 3*	Consolidated	1,000 tons of CO <sub>2</sub>	192	268	269
<b>NOx</b>	Non-consolidated	kg	0	0	0
	Consolidated (Japan)	kg	23,142	23,490	23,072
<b>SOx</b>	Non-consolidated	kg	130	145	133
	Consolidated (Japan)	kg	2,987	3,784	2,973
<b>VOC emissions</b>	Non-consolidated	1,000 tons	0.8	0.5	0.5
	Consolidated	1,000 tons	3.9	3.3	3.0
<b>Emissions of substances subject to PRTR</b>	Non-consolidated	t	134	19	15
<b>Total wastewater</b>	Non-consolidated	1,000 m <sup>3</sup>	241	192	190
	Consolidated	1,000 m <sup>3</sup>	7,809	7,386	6,484
River/Lake	Non-consolidated	1,000 m <sup>3</sup>	232	174	178
	Consolidated	1,000 m <sup>3</sup>	3,409	3,503	2,602
sewage system	Non-consolidated	1,000 m <sup>3</sup>	9	17	13
	Consolidated	1,000 m <sup>3</sup>	4,401	3,883	3,881
<b>BOD load</b>	Non-consolidated	t	1.46	1.32	1.34
	Consolidated (Japan)	t	4.68	5.16	5.36
<b>Industrial waste</b>	Non-consolidated	1,000 tons	3	3	3
	Consolidated	1,000 tons	57	51	46
Amount of waste recycled	Non-consolidated	1,000 tons	3	3	3
	Consolidated	1,000 tons	50	40	41
Landfill disposal amount	Non-consolidated	1,000 tons	0.03	0.05	0.02
	Consolidated	1,000 tons	7	11	5
<b>Valuable waste</b>	Non-consolidated	1,000 tons	6	6	5
	Consolidated	1,000 tons	48	43	37
<b>Recycling rate</b>	Non-consolidated	%	99.7	99.4	99.7
	Consolidated	%	93.0	88.1	94.0

\* Scope 3 for FY 2018: The aggregation range shall cover categories 1, 2, 3, 4, 5, 6, 7, 8, 13 and 14.  
 FY 2019 to FY 2020: The aggregation range shall cover categories 1, 2, 3, 4, 5, 6, 7, 8, 13, 14 and 15.  
 Categories 9, 10, 11 and 12 fall outside the aggregation range because of the current difficulty in calculating.

Environmental Performance Results Aggregation range

Page	Item	Aggregation range			
P.57	Input materials and industrial waste associated with business activities	Raw Materials	On a parent basis		
		Energy	NOK Group consolidated		
		Water	NOK Group consolidated		
		Environmentally hazardous substances	NOK Group consolidated (Japan)		
		Gas emissions	NOK Group consolidated (in Japan for NOx and SOx)		
		wastewater	NOK Group consolidated		
		Industrial waste, etc.	NOK Group consolidated		
		Environmentally hazardous substances	NOK Group consolidated (Japan)		
		P.60	Measures against Climate Change	CO <sub>2</sub> emissions	NOK Group consolidated
				CO <sub>2</sub> emissions intensity	NOK Group consolidated (Japan)
Scope 3	NOK Group consolidated				
GHG (CO <sub>2</sub> )	NOK Group consolidated				
GHG (other than CO <sub>2</sub> )	NOK Group consolidated (Japan)				
Waste discharge amount	NOK Group consolidated (Japan)				
P.63	Resource Conservation and Waste Recycling	Landfill disposal amount	NOK Group consolidated (Japan)		
		Recycling rate	NOK Group consolidated (Japan)		
		P.65	Conservation of Water Resources	Total water withdrawals	NOK Group consolidated
wastewater	NOK Group consolidated				
Water Risk Assessment	NOK Group consolidated				
P.67	Measures on Substances of Concern	VOC emissions into the atmosphere	NOK Group consolidated		
		FY 2020 PRTR Results	NOK Group consolidated (Japan)		
P.68	Environmentally friendly products	Environmental accounting	Various costs	On a parent basis	
Environmental Performance Data	INPUT	Raw Materials	On a parent basis		
		Energy	NOK Group consolidated		
		Water	NOK Group consolidated		
		PRTR results	On a parent basis		
		CO <sub>2</sub> emissions	NOK Group consolidated		
		NOx	NOK Group consolidated (Japan)		
		SOx	NOK Group consolidated (Japan)		
	OUTPUT	VOC emissions into the atmosphere	NOK Group consolidated		
		wastewater	NOK Group consolidated (in Japan for BOD)		
		Industrial waste, etc.	NOK Group consolidated		
		PRTR results	On a parent basis		

\* The aggregation range was changed for some parts since last fiscal year.

## FY 2020 PRTR Results

Unit : kg

Substance Name	Cabinet Order No.	Emission amount				Displacement amount	
		Atmo-sphere	River / Lake	Landfill	Soil	sewage system	Off-site
Zinc compounds(water-soluble)	001	-	25	-	-	-	-
Ethyl acrylate	003	100	59	-	-	-	82
N-Butyl acrylate	007	95	54	-	-	-	74
Sodium alkylbenzenesulfonate (The alkyl is limited to the substituent groups derived from linear alkane of C=10-14.)	030	-	-	-	-	-	8
2-Imidazolidinethione	042	1	-	-	-	-	2
Ethyl benzene	053	14,003	-	-	-	-	1,635
Ethylene glycol monomethyl ether	058	1	-	-	-	-	28
Ethylenediamine	059	-	-	-	-	-	680
Ferric chloride	071	-	-	-	-	-	79,487
Xylene	080	22,861	-	-	-	-	1,435
Chlorodifluoromethane; HCFC-22	104	630	-	-	-	-	-
Cyclohexylamine	154	-	-	-	-	-	2,913
N-(Cyclohexylthio) phthalimide	155	-	300	-	-	-	-
N,N-Dimethylaniline	216	-	-	-	-	-	10,000
3,3'-Dimethylbiphenyl-4,4'-diyl diisocyanate	228	-	-	-	-	-	30
N-(1,3-Dimethylbutyl)-N'-phenyl-p-phenylenediamine	230	7	-	-	-	-	3,512
N,N-Dimethylformamide	232	194	72	-	-	-	19,932
Styrene	240	2	1	-	-	-	1
Tetramethylthiuram disulfide; thiuram	268	-	-	-	-	-	73
Copper salts(water-soluble, except complex salts)	272	-	-	-	-	-	4,448
Sodium dodecyl sulfate	275	-	130	-	-	-	170
Toluene	300	87,595	8	-	-	-	57,001
Nickel	308	-	-	-	-	-	7,013
Nickel compound	309	-	-	-	-	-	9,199
Ziram bis (N,N'-dimethyldithiocarbamate) zinc; ziram	328	-	-	-	-	-	3
Bis (1-methyl-1-phenylethyl peroxide)	330	-	-	-	-	-	2,181
Phenol	349	-	-	-	-	-	53
Hydrogen fluoride and its water-soluble salts	374	-	510	-	-	-	120,000
Hexamethylene diamine	390	-	-	-	-	-	5
Water-soluble sodium of peroxydisulfuric acid	395	-	13	-	-	-	18
Poly(oxyethylene) alkyl ether (alkyl C=12-15)	407	-	230	-	-	-	310
Methacrylic acid 2,3-epoxypropyl ester	417	-	0	-	-	-	0
Methylnaphthalene	438	177	-	-	-	-	1,024
Methylenebis (4,1-phenylene) diisocyanate	448	84	-	-	-	-	1,980
<b>Total</b>		<b>125,748</b>	<b>1,402</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>323,297</b>