

Indicators subject to assurance and criteria (calculation standards and methods)

I . Calculation period: FY 2024 (April 1, 2024 to March 31, 2025)

II . Scope : Nissan Chemical Corporate (un-consolidated)

III. Assurance Target Indicators and Criteria

Indicators	unit	Criteria (calculation standards and methods)
<p>1. Percentage of female managerial employee</p> <p>①General Manager and above</p> <p>②Manager beneath General Manager</p>	%	<p>Ratio of female manager</p> <p>Positions calculated as managerial position are those of full-time employees (referring to those who are directly employed with full-time working hours without stipulating the term of the labor contract, the same shall apply hereinafter) and those corresponding to Manager or higher</p> <p>Calculated based on data as of March 31, 2025</p> <p>※Definition of manager</p> <p>①General Manager and above</p> <p>Person who corresponds under any of the following in accordance with the role grade system:</p> <ul style="list-style-type: none"> • Head of division or department, general manager of department • Person who belongs to the highest rank of managers and experts • Person who is a head of organization directly beneath head of division or department, except Manager <p>②Manager beneath General Manager</p> <p>Person who is a manager/supervisor, and does not belong to General Manager position</p>
<p>2. Percentage of female employee</p> <p>①Regular position in full-time employees</p> <p>②General position in full-time employees</p> <p>③Whole full-time employees</p>	%	<p>Percentage of Female Employees in full-time employees</p> <p>Calculated based on data as of March 31, 2025</p>