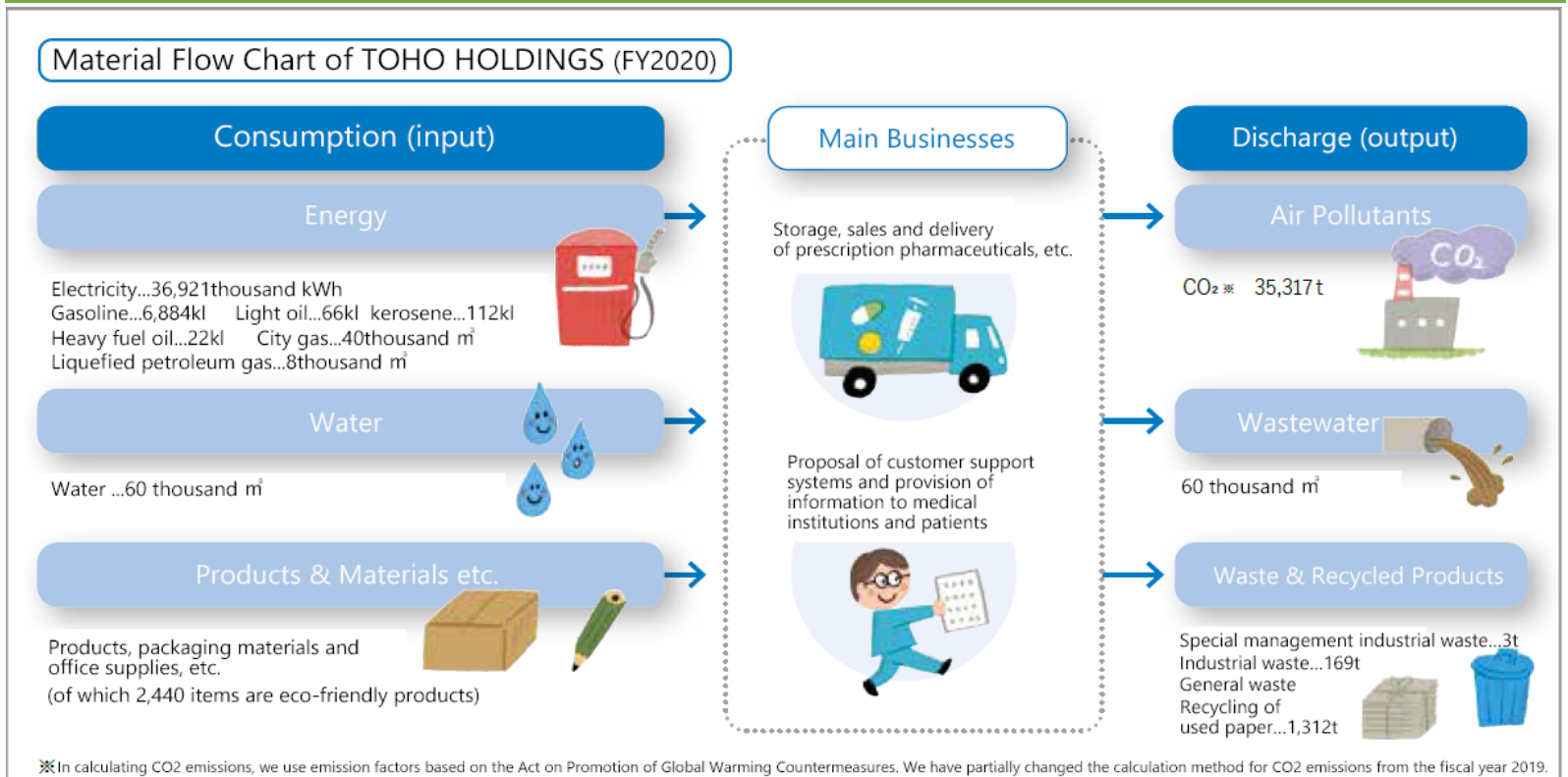


Key ESG Data

Target Organization : TOHO HOLDINGS and Consolidated subsidiaries

Environment



Target organization of Material flow : TOHO HOLDINGS CO.,LTD., TOHO PHARMACEUTICAL CO., LTD., SAYWELL inc., KOYO Co., Ltd., Kyushu Toho Co., Ltd., Okinawa Toho Co., Ltd., TOHO SYSTEMS SERVICE CO.,LTD., PharmaCluster Co.,Ltd

◆Greenhouse Gas Emissions

			FY2018	FY2019	FY2020
Scope1	Heavy fuel oil		62	57	60
	Kerosene		299	275	281
	Light oil		216	165	170
	Gasoline		17,926	17,028	15,970
	City gas		86	78	90
	Liquefied petroleum gas		62	57	54
	Total		18,651	17,661	16,625
Scope2	Electricity	Location base	16,333	16,022	17,296
		Market base	19,784	23,781	18,692

unit : t-CO₂

◆Energy consumption

	FY2018	FY2019	FY2020
Electricity (thousand kWh)	32,796	32,956	36,921
Water (thousand m³)	76	61	60

Social

◆Basic employment data

		FY2018	FY2019	FY2020
Employees (person)		7,937	7,847	7,732
Full-time employees (person)	total	7,225	7,106	6,936
	female	2,881	2,919	2,882
Management (person)	total	1,895	1,864	1,805
	female	317	326	313
New employees (person)	total	207	148	114
	female	123	95	61
Average number of years of Attendance (year) *1	male	22	22	23
	female	15	15	16

◆Data on women's activities

	FY2018	FY2019	FY2020
Rate of female employees(Full-time employees (%))	39.9	41.1	41.6
Rate of female managers (%)	16.7	17.5	17.3
Rate of new hires who are females (%)	59.4	64.2	53.5
Difference in average length of service between male and female (year) *1 (average years of service for males - average years of service for females)	7	7	7

◆Diversity data *1

		FY2018	FY2019	FY2020
Number of fixed-year arrivals (preson)		133	102	112
Number of re-employment system utilizers (preson)		123	89	103
Rate of persons with disabilities (%)	TOHO HOLDINGS	3.75	2.62	2.66
	TOHO PHARMACEUTICAL	2.08	2.10	2.18

◆Work-life-balance data *1

		FY2018	FY2019	FY2020
Number of users of the childcare leave system (preson)	male	1	1	1
	female	24	70	77
Number of users of the short-time attendance system for childcare (preson)	male	0	1	1
	female	14	21	43
Number of users of nursing care leave system (preson)	male	1	0	0
	female	3	1	0
Number of users of the short-time care system (preson)	male	0	0	0
	female	1	1	3

*1 Target Organization : TOHO HOLDINGS and TOHO PHARMACEUTICAL

Governance

◆Board of Directors *2

		Jul-19	Jul-20	Jul-21
Number of directors (person)	total	19	19	14
	female	1	1	2
Number of outside directors (person)	total	5	5	5
	female	0	0	0
Number of Executive Officers (人)	total	2	3	10
	female	0	0	2

*2 Tareget organization: TOHO HOLDINGS