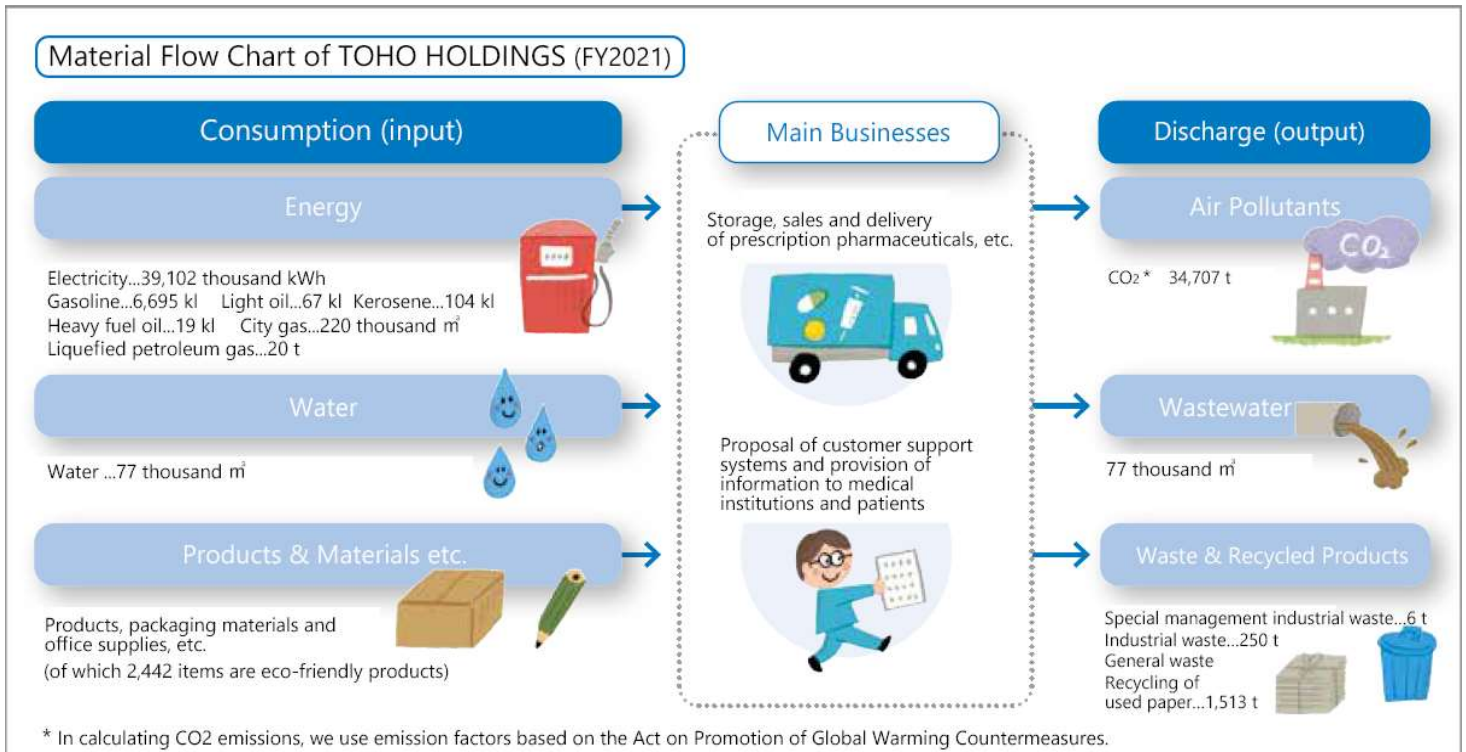


Key ESG Data of TOHO HOLDINGS Group

Environment

Target Organization of Material flow : TOHO HOLDINGS, TOHO PHARMACEUTICAL, SAYWELL, KOYO, Kyushu Toho, Okinawa Toho, TOHO SYSTEMS SERVICE, PharmaCluster, KYOSOMIRAI PHARMA



◆ Greenhouse Gas Emissions

Issue		unit	FY2019	FY2020	FY2021
Scope1 (Direct emissions from use of fuels)		t-CO2	18,044	17,005	16,565
Scope2	Location-based		16,271	17,298	16,931
(Indirect emissions from use of purchased electricity)	Market-based		25,123	19,740	18,142
Scope1 and 2 total (Scope 2 is calculated on Market-based)			43,167	36,745	34,707
Scope3 *	category 1 (Purchased goods and services)	t-CO2	321,165	343,982	337,605
	category 2 (Capital goods)		27,001	10,565	9,151
	category 3 (Fuel and energy related activities not included in Scope 1 and 2)		3,506	3,654	3,616
	category 4 (Upstream transportation and distribution)		41	38	39
	category 5 (Waste generated in operations)		384	451	477
	category 6 (Business travel)		374	77	108
	category 7 (Employee commuting)		5,624	5,376	4,588
	category13 (Downstream leased assets)		—	—	43
Scope3 total			358,095	364,143	355,627

* Target Organization of Scope3 : TOHO HOLDINGS and TOHO PHARMACEUTICAL

◆ **Energy consumption**

	unit	FY2019	FY2020	FY2021
Electricity	thousand kWh	35,218	38,873	39,102
Gasoline	kL	7,336	6,881	6,695
Light oil	kL	64	66	67
Kerosene	kL	111	113	104
Heavy fuel oil	kL	21	23	19
City gas	thousand m ³	209	212	220
Liquefied petroleum gas	t	20	18	20

◆ **Water consumption**

	unit	FY2019	FY2020	FY2021
Water consumption	thousand m ³	78	77	77

◆ **Waste management**

	unit	FY2019	FY2020	FY2021
Industrial waste	t	71	190	250
Special management industrial waste	t	6	47	6
Recycling of used paper	t	1,541	1,312	1,513

◆ Basic employment data

		FY2019	FY2020	FY2021
Employees (person)		7,847	7,732	7,785
Full-time employees (person)	total	7,106	6,936	6,941
	male	4,187	4,054	3,963
	female	2,919	2,882	2,978
Management (person)	total	1,864	1,805	1,793
	male	1,538	1,492	1,475
	female	326	313	318
New employees (person)	total	146	105	97
	male	52	46	32
	female	94	59	65
Average number of years of attendance (full-time employees) (year)*	male	22.4	22.9	20.9
	female	15.3	15.8	15.6

◆ Data on women's activities

	FY2019	FY2020	FY2021
Rate of female employees (Full-time employees) (%)	41.1%	41.6%	42.9%
Rate of female managers (%)	17.5%	17.3%	17.7%
Rate of new hires who are females (%)	64.4%	56.2%	67.0%
Difference in average length of service between male and female (full-time employees) (year) * (average years of service for males - average years of service for females)	7.1	7.1	5.3

◆ Diversity data *

	FY2019	FY2020	FY2021
Number of employees reaching retirement age (person)	102	112	113
Number of re-employment system utilizers (person)	89	103	101
Rate of persons with disabilities (%)	TOHO HOLDINGS	2.62	2.66
	TOHO PHARMACEUTICAL	2.10	2.18

◆ Work-life-balance data *

		FY2019	FY2020	FY2021
Number of users of the childcare leave system (person)	male	1	3	6
	female	70	77	72
Number of users of the short-time attendance system for childcare (person)	male	1	1	0
	female	21	43	53
Number of users of nursing care leave system (person)	male	0	0	0
	female	1	3	1
Number of users of the short-time care system (person)	male	0	0	0
	female	1	1	0

* Target Organization : TOHO HOLDINGS and TOHO PHARMACEUTICAL

Governance

◆ Board of Directors *

		July 2020	July 2021	July 2022
Number of directors (person)	total	19	14	9
	female	1	2	1
Number of outside directors (person)	total	5	5	3
	female	0	0	0
Number of Executive Officers (person)	total	3	10	12
	female	0	2	3

* Target Organization : TOHO HOLDINGS