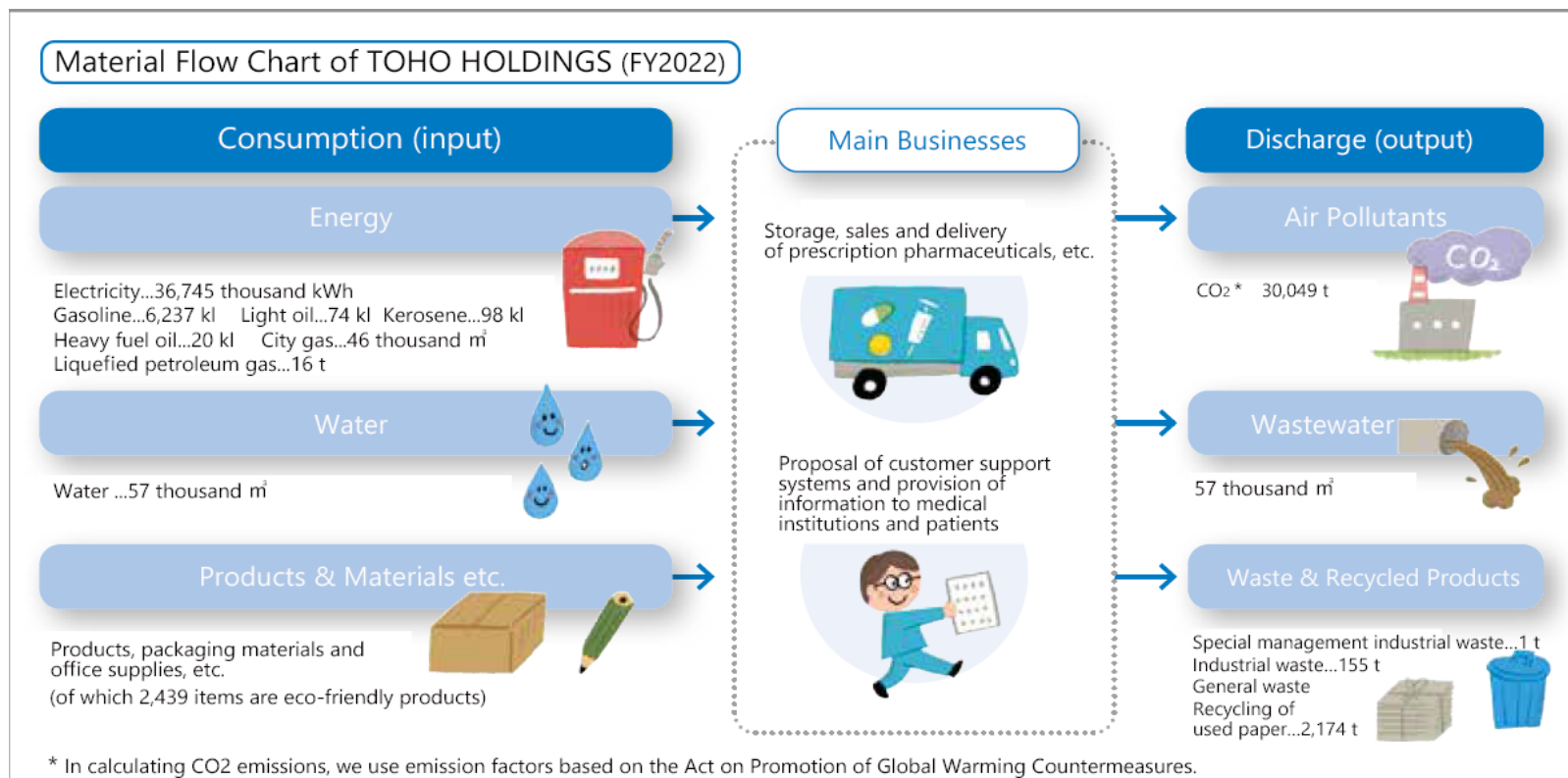


Key ESG Data of TOHO HOLDINGS Group

Environment

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



◆ Greenhouse Gas Emissions

Issue		unit	FY2020	FY2021	FY2022
Scope1 (Direct emissions from use of fuels)		t-CO2	16,368	15,887	15,105
Scope2	Location-based		16,236	15,790	15,948
(Indirect emissions from use of purchased electricity)	Market-based		18,682	16,892	14,944
Scope1 and 2 total (Scope 2 is calculated on Market-based)			35,050	32,779	30,049
Scope3 *	category 1 (Purchased goods and services)	t-CO2	1,467,736	1,389,268	1,893,843
	category 2 (Capital goods)		13,087	12,363	7,496
	category 3 (Fuel and energy related activities not included in Scope 1 and 2)		4,827	4,816	4,715
	category 4 (Upstream transportation and distribution)		54	49	58
	category 5 (Waste generated in operations)		451	477	467
	category 6 (Business travel)		96	142	245
	category 7 (Employee commuting)		2,913	2,885	3,476
	category13 (Downstream leased assets)		—	195	228
Scope3 total			1,489,164	1,410,195	1,910,528

◆ Energy consumption

	unit	FY2020	FY2021	FY2022
Electricity	thousand kWh	36,485	36,469	36,745
Gasoline	kL	6,772	6,570	6,237
Light oil	kL	66	68	74
Kerosene	kL	113	104	98
Heavy fuel oil	kL	23	19	20
City gas	thousand m ³	41	44	46
Liquefied petroleum gas	t	18	20	16

◆ Water consumption

	unit	FY2020	FY2021	FY2022
Water consumption	thousand m ³	60	57	57

◆ Waste management

	unit	FY2020	FY2021	FY2022
Industrial waste	t	164	239	155
Special management indstrial waste	t	3	0.47	1
Recycling of used paper	t	1,312	1,513	2,174

Target Organization: Consolidated companies

◆ Basic employment data

		FY2020	FY2021	FY2022
Number of employees stated in the Annual Securities Report(person) *		7,732	7,785	7,699
Number of all employees(person)	total	10,233	10,227	10,036
	male	5,584	5,536	5,361
	female	4,649	4,691	4,675
Management (person)	total	2,014	1,994	1,954
	male	1,625	1,590	1,534
	female	389	404	420
New employees (person)	total	133	143	149
	male	56	48	64
	female	77	95	85
Average number of years of attendance (full-time employees) (year) *1	male	20.4	20.8	21.0
	female	14.9	15.5	15.7

* The number of employees stated in the Annual Securities Report is the number of full-time employees including contract employees (including career staff) and excluding temporary employees.

◆ Data on women's activities

	FY2020	FY2021	FY2022
Rate of female employees (all employees) (%)	45.4%	45.9%	46.6%
Rate of female managers (%)	19.3%	20.3%	21.5%
Rate of new hires who are females (%)	57.9%	66.4%	57.0%
Difference in average length of service between male and female (full-time employees) (year) *1 (average years of service for males - average years of service for females)	5.5	5.3	5.3

◆ Diversity data *1

	FY2020	FY2021	FY2022
Number of employees reaching retirement age (person)	106	93	99
Number of re-employment system utilizers (person)	106	93	99
Rate of persons with disabilities (%)	TOHO HOLDINGS	2.66	2.77
	TOHO PHARMACEUTICAL	2.18	2.30

◆ Work-life-balance data

		FY2020	FY2021	FY2022
Number of users of the childcare leave system (person)	male	8	18	24
	female	180	175	166
Number of users of the short-time attendance system for childcare (person)	male	2	2	1
	female	144	161	164
Number of users of nursing care leave system (person)	male	0	0	4
	female	7	12	9

*1 Target Organization : TOHO HOLDINGS and TOHO PHARMACEUTICAL

Governance

◆ Board of Directors *2

		July 2021	July 2022	July 2023
Number of directors (person)	total	14	9	9
	female	2	1	1
Number of outside directors (person)	total	5	3	3
	female	0	0	0
Number of Executive Officers (person)	total	10	12	12
	female	2	3	3

*2 Target Organization : TOHO HOLDINGS