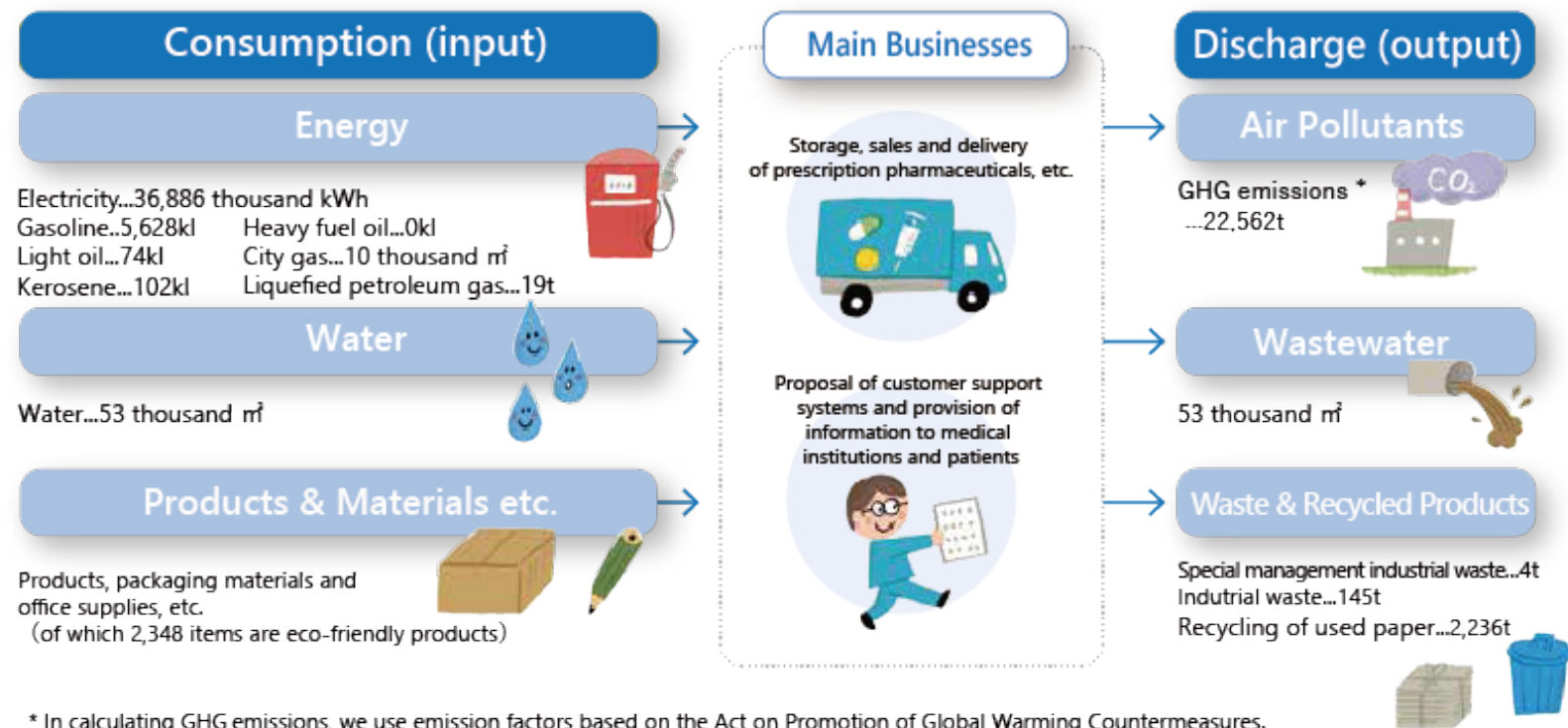


Key ESG Data of TOHO HOLDINGS Group

Environment

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

Material Flow Chart of TOHO HOLDINGS (FY2024)



◆ Greenhouse Gas Emissions

Issue		unit	FY2022	FY2023	FY2024
Scope1 (Direct emissions from use of fuels)		t-CO2	15,105	13,915	13,420
Scope2 (Indirect emissions from use of purchased electricity)	Location-based		15,947	16,001	15,589
	Market-based		14,943	14,825	9,142
Scope1 and 2 total (Scope 2 is calculated on Market-based)			30,048	28,740	22,562
Scope3	category 1 (Purchased goods and services)	t-CO2	2,344,474	2,086,402	1,964,191
	category 2 (Capital goods)		7,494	10,803	16,041
	category 3 (Fuel and energy related activities not included in Scope 1 and 2)		4,716	4,538	4,486
	category 4 (Upstream transportation and distribution)		640	354	432
	category 5 (Waste generated in operations)		20		20
	category 6 (Business travel)		316	495	498
	category 7 (Employee commuting)		2,912	2,771	5,830
	category13 (Downstream leased assets)		109	146	177
Scope3 total			2,360,680	2,105,528	1,991,676

◆ Energy consumption

	unit	FY2022	FY2023	FY2024
Electricity	thousand kWh	36,744	36,532	36,886
Renewable energy sources	thousand kWh	—	2,669	15,045
Percentage	%	—	7.3	40.8
Gasoline	kL	6,236	5,811	5,628
Light oil	kL	74	73	74
Kerosene	kL	98	112	102
Heavy fuel oil	kL	20	14	0
City gas	thousand m³	46	22	10
Liquefied petroleum gas	t	16	16	19

◆ Water consumption

	unit	FY2022	FY2023	FY2024
Water consumption	thousand m³	57	55	53

◆ Waste management

	unit	FY2022	FY2023	FY2024
Industrial waste	t	155	117	145
Special management industrial waste	t	1	0	4
Recycling of used paper	t	2,174	2,271	2,236

Social

Target Organization: Consolidated companies

◆ Basic employment data

		FY2022	FY2023	FY2024
Number of employees stated in the Annual Securities Report *1		7,699	7,572	7,609
Number of all employees	total	10,036	10,039	10,158
	male	5,361	5,263	5,248
	female	4,675	4,776	4,910
Number of managers	total	1,954	1,978	1,894
	male	1,534	1,564	1,492
	female	420	414	402
Number of newly appointed managers *2	total	—	—	169
	male	—	—	113
	female	—	—	56
New employees	total	80	77	71
	male	33	36	25
	female	47	41	46
Number of mid-career hires *3	total	—	395	440
	male	—	98	121
	female	—	297	319
Average number of years of attendance (full-time employees) (year) *4	male	22.3	22.6	22.4
	female	12.8	12.9	13.1
Turnover rate (%) *2,4		—	—	2.4

◆ Data on women's activities

	FY2022	FY2023	FY2024
Rate of female employees (%) *1	46.6	47.6	48.3
Rate of female managers (%)	21.5	20.9	21.2
Rate of new hires who are females (%)	58.8	53.2	64.8
Difference in average length of service between male and female (full-time employees) (year) *4 (average years of service for males - average years of service for females)	9.5	9.7	9.3

◆ Diversity data *4

		FY2022	FY2023	FY2024
Number of employees reaching retirement age		99	95	118
Number of re-employment system utilizors		99	95	118
Rate of persons with disabilities (%)	TOHO HOLDINGS	3.63	3.16	3.52
	TOHO PHARMACEUTICAL	2.30	2.40	2.48

◆ Work-life-balance data

		FY2022	FY2023	FY2024
Paid leave utilization rate (%) *4		50.2	45.4	45.6
Number of users of the childcare leave system	male	24	40	38
	female	167	164	107
Rate of taking childcare leave (male) (%) *3,5		—	42.6	46.7
Number of users of the short-time attendance system for childcare	male	1	1	1
	female	165	178	151
Number of users of nursing care leave system	male	4	1	2
	female	8	11	12

*1...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.

*2...The number of newly appointed managers and the turnover rate have been disclosed since fiscal 2024.

*3...The number of mid-career hires and the rate of male employees taking childcare leave have been disclosed since fiscal 2023.

*4...Target Organization : TOHO HOLDINGS and TOHO PHARMACEUTICAL

*5...With regard to the rate of male employees taking childcare leave, the denominator is calculated based on the number of male employees whose spouses gave birth during the relevant fiscal year, and the numerator is calculated based on the number of male employees who took childcare leave or other leave for the purpose of childcare in the relevant fiscal year. The rate of male employees taking childcare leave may exceed 100% if the year in which their spouses gave birth differs from the year in which they took childcare leave.

Governance

◆ Board of Directors *1

		July 2023	July 2024	July 2025
Number of directors	total	9	9	9
	female	1	2	3
Number of outside directors	total	3	3	5
	female	0	1	3
Number of Executive Officers	total	12	11	10
	female	3	2	2

◆ Internal reporting

	FY2022	FY2023	FY2024
Number of internal reporting *2	—	28	17

*1...Target Organization : TOHO HOLDINGS

*2...The number of internal reporting have been disclosed since fiscal 2023.