

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	FY2023	FY2024	FY2025
Scope1 (Direct emissions from use of fuels)		t-CO2e	13,915	13,420	12,814
Scope2 (Indirect emissions from use of purchased electricity)	Location-based		16,001	15,589	15,537
	Market-based		14,825	9,118	7,073
Scope1 and 2 total (Scope 2 is calculated on Market-based)			28,740	22,538	19,887
Scope3	category 1 (Purchased goods and services)	t-CO2e	2,086,402	1,964,191	1,488,437
	category 2 (Capital goods)		10,803	16,041	19,692
	category 3 (Fuel and energy related activities not included in Scope 1 and 2)		4,538	4,486	4,389
	category 4 (Upstream transportation and distribution)		354	432	406
	category 5 (Waste generated in operations)		18	20	68
	category 6 (Business travel)		495	498	390
	category 7 (Employee commuting)		2,771	5,830	6,008
	category13 (Downstream leased assets)		632	708	766
	Scope3 total		2,106,013	1,992,206	1,520,156

◆ Energy consumption

	unit	FY2023	FY2024	FY2025
Electricity	thousand kWh	36,532	36,886	36,816
Renewable energy sources	thousand kWh	2,669	15,045	21,463
Percentage	%	7.3	40.8	58.3
Gasoline	kL	5,811	5,628	5,379
Light oil	kL	73	74	68
Kerosene	kL	112	102	98
Heavy fuel oil	kL	14	0	0
City gas	thousand m³	22	10	13
Liquefied petroleum gas	t	16	19	20

◆ Water consumption

	unit	FY2023	FY2024	FY2025
Water consumption	thousand m³	55	53	51

◆ Waste management

	unit	FY2023	FY2024	FY2025
Industrial waste	t	117	145	160
Special management indstrial waste	t	0	4	0
Recyling of used paper	t	2,271	2,236	1,996

Social

Target Organization: Consolidated companies

◆ Basic employment data

		FY2023	FY2024	FY2025
Number of employees stated in the Annual Securities Report *1		7,572	7,609	7,675
Number of all employees	total	10,039	10,158	10,121
	male	5,263	5,248	5,120
	female	4,776	4,910	5,001
Number of managers	total	1,978	1,894	1,903
	male	1,564	1,492	1,499
	female	414	402	404
Number of newly appointed managers *2	total	—	169	92
	male	—	113	76
	female	—	56	16
New employees	total	77	71	100
	male	36	25	45
	female	41	46	55
Number of mid-career hires	total	395	440	922
	male	98	121	199
	female	297	319	723
Average number of years of attendance (full-time employees) (year) *3	male	22.6	22.4	22.4
	female	12.9	13.1	12.9
Turnover rate (%) *2,3		—	2.4	2.1

◆ Data on women's activities

	FY2023	FY2024	FY2025
Rate of female employees (%)	47.6	48.3	49.4
Rate of female managers (%)	20.9	21.2	21.2
Rate of new hires who are females (%)	53.2	64.8	55.0
Difference in average length of service between male and female (full-time employees) (year) *3 (average years of service for males - average years of service for females)	9.7	9.3	9.5

◆ Diversity data *3

	FY2023	FY2024	FY2025
Number of employees reaching retirement age	95	118	114
Number of re-employment system utilizers	95	118	98
Rate of persons with disabilities (%)	TOHO HOLDINGS	3.16	3.52
	TOHO PHARMACEUTICAL	2.40	2.48

◆ Work-life-balance data

	FY2023	FY2024	FY2025
Paid leave utilization rate (%) *3	45.4	45.6	48.2
Number of users of the childcare leave system	male	40	38
	female	164	107
Rate of taking childcare leave (male) (%) *4	42.6	46.7	78.9
Number of users of the short-time attendance system for childcare	male	1	1
	female	178	151
Number of users of nursing care leave system	male	1	2
	female	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...Target Organization : TOHO HOLDINGS and TOHO PHARMACEUTICAL

*4...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 2024	July 2025	July 2026
Number of directors	total	9	9	9
	female	2	3	3
Number of outside directors	total	3	5	5
	female	1	3	3
Number of Executive Officers	total	11	10	12
	female	2	2	2

◆ Internal reporting

	FY2023	FY2024	FY2025
Number of internal reporting	22	21	76

*1...Target Organization : TOHO HOLDINGS