

Contents

Environmental Data

Page			
2	Environmental Management	9	Amount of Waste from Business Activities
2	Numerical Environmental Targets	10	Amount of Raw Materials and Containers/Packaging Used in Business Operations
3	Energy Inputs in Business Operations	11	Chemical Substance Management
4	CO ₂ Emissions in Business Operations	13	Number of PCBs properly managed and stored
6	Total Water Use and Total Wastewater in Business Operations	13	Environmental Costs
9	Water Pollution Load in Business Operations		

Social Data

Page			
14	Human Resources Management	22	Occupational Safety and Health
14	Employment	23	Human Rights
17	Diversity & Inclusion	23	Charter of Corporate Behavior
19	Education and Training	23	Community

Health Management

Page			
24	Health Management	25	Improvement of Lifestyle Habit

Governance Data

Page			
26	Corporate Governance	30	Corporate Ethics
26	Corporate Governance Structure	31	Anti-Corruption
27	Board of Directors/ Audit & Supervisory Board/ Other Committees	31	Tax
29	Compensation for Members of the Board of Directors and Audit & Supervisory Board Members	31	Initiatives and Member Organizations

Environmental Data

Environmental Management

List of Environmental Policies <https://www.aska-pharma-hd.co.jp/english/company/policies.html#anc2>

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of ISO 14001 certified institutions	1	1	1	1	1
Percentage of ISO 14001 certification (%)	100	100	100	100	100
Number of penalties for regulatory violations	0	0	0	0	0
Penalty amount for violation of environmental laws and regulations (yen)	0	0	0	0	0

Numerical Environmental Targets (Medium to Long Term)

	Base year	Base quantity	▶	Target year	Target quantity
Reduce CO ₂ emissions by 46% by FY2030 (compared to FY2013)	FY2013	17,726	▶	FY2030	9,572
		(t-CO ₂)		Reduce 46%	(t-CO ₂)
Reduce CO ₂ emissions by 60% by FY2035 (compared to FY2013)			▶	FY2035	7,090
				Reduce 60%	(t-CO ₂)

	FY2020	FY2021	FY2022	FY2023	FY2024
Target CO ₂ emissions reduction rate (compared to FY2013)	25.6	31.7	39.2	49.2	53.6
Increase the ratio of non-fossil electricity to 50% or more of the total electricity used by FY2030	-	-	-	50.8	71.2

Note: This is a numerical value calculated using the output values from the periodic reporting system submitted to METI regarding the proportion of non-fossil-derived electricity in purchased electricity.

Numerical Environmental Targets (Single Year)

	5-year average	FY2021	FY2022	FY2023	FY2024
Decrease energy consumption per unit of production by 1% or more YoY	94.8	96.1	85.3	98.8	99.6

Energy Inputs in Business Operations

		FY2020	FY2021	FY2022	FY2023	FY2024
Total energy consumptions	Total (GJ)	261,894	248,641	237,500	220,690	233,039
	Non-fossil (GJ)				50,265	63,051
	Renewable energy as a percentage of total energy consumption (%)				22.8	27.1
Electricity	Total (thousand kWh)	11,646	11,325	10,702	11,754	11,412
	a. Total (GJ)	108,436	104,892	103,429	101,010	98,597
	b. Non-fossil (GJ)				50,265	62,681
	c. Percentage of non-fossil power (%)				49.8	63.6
	Note:c. Percentage of non-fossil power(%)=b. Non-fossil(GJ) / a.Total (GJ)					
Fuel/ heat	Total (GJ)	153,458	143,749	134,071	119,680	134,072
	Petroleum (kerosene, diesel oil, heavy oil, gasoline, etc.) (kl)	0	0	0	0	0
	(GJ)	27	4	4	3	5
	LPG (t)	5	6	6	1	1
	(GJ)	254	305	290	62	62
	City gas (thousand m³)	3,398	3,183	2,969	2,656	2,978
	(GJ)	152,908	143,217	133,615	119,529	134,006
	Water usage and others (GJ)	270	224	162	86	0
Solar power generation (thousand kWh)		81	102	101	109	103
	Weighted Non-Fossil (GJ)					370
Total energy consumption	Crude oil equivalent (kl)	6,757	6,415	6,128	5,694	6,012
	Iwaki Factory	5,190	4,983	4,774	4,436	4,619
	Shonan Research Center and the former Kawasaki business site	1,218	1,073	1,007	931	1,066
	Head Office	267	270	265	257	259
	Sales Offices	81	89	82	69	69

CO₂ Emissions in Business Operations

		FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions (t-CO ₂)	Note	13,215	12,251	10,791	8,997	8,234
By business site (t-CO ₂)	Iwaki Factory	10,308	9,602	9,287	7,889	7,097
	Shonan Research Center and the former Kawasaki business site	2,280	1,992	851	843	882
	Head Office	486	504	511	137	133
	Sales Offices	140	152	138	128	119

CO₂ Emissions in Business Operations (SCOPE1)

		FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions (SCOPE1) (t-CO ₂)		7,754	7,265	6,778	6,052	6,226
By business site (t-CO ₂)	Iwaki Factory	6,620	6,150	5,774	5,058	5,200
	Shonan Research Center and the former Kawasaki business site	1,001	976	864	843	882
	Head Office	122	127	130	137	130
	Sales Offices	9	10	9	12	13

CO₂ Emissions in Business Operations (SCOPE2)

		FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions (SCOPE2 Market Criteria) (t-CO ₂)		5,428	4,833	4,013	2,945	2,007
By business site (t-CO ₂)	Iwaki Factory	3,656	3,296	3,513	2,831	1,897
	Shonan Research Center and the former Kawasaki business site	1,279	1,016	0	0	0
	Head Office	364	381	381	0	3
	Sales Offices	131	142	129	116	106
Total CO ₂ emissions (SCOPE2 Location Criteria) (t-CO ₂)		5,462	4,987	5,098	5,078	4,827
By business site (t-CO ₂)	Iwaki Factory	3,688	3,452	3,572	3,627	3,265
	Shonan Research Center and the former Kawasaki business site	1,279	1,016	1,023	971	1,092
	Head Office	364	377	374	361	354
	Sales Offices	131	142	129	118	116

Note: Calculations are based on calculated greenhouse gas emissions of carbon dioxide generated from energy use until FY2021 and adjusted greenhouse gas emissions from FY2022 onward.

Note: The FY2023 SCOPE2 (location-based) emissions have been revised for prior years due to revisions to the output system's coefficients. The revised areas are shown in red. (July 2025)

CO₂ Emissions in Business Operations

CO₂ Emissions in Business Operations (SCOPE3)

Categories	Indicator	FY2023	FY2024
Total CO ₂ emissions (SCOPE3) (t-CO ₂)		100,067	102,786
Category1:	Purchased goods and services	65,522	64,365
Category2:	Capital goods	31,873	35,820
Category3:	Fuel-and-energy-related activities (not included in Scope 1 or 2)	-	-
Category4:	Upstream transportation and distribution	337	285
Category5:	Waste generated in operations	20	23
Category6:	Business travel	110	113
Category7:	Employee commuting	57	59
Category8:	Upstream leased assets	660	624
Category9:	Downstream transportation and distribution	1,354	1,364
Category10:	Processing of sold products	-	-
Category11:	Use of sold products	-	-
Category12:	End of life treatment of sold products	136	134
Category13:	Downstream leased assets	-	-
Category14:	Franchises	-	-
Category15:	Investments	-	-
Other (upstream)		-	-
Other (downstream)		-	-

Category1-17:Calculated based on figures for core subsidiary ASKA Pharmaceutical Co., Ltd.

Category1:Calculated by multiplying the amount of fixed assets by the emission intensity unit based on guidelines, etc.

Category2:Calculated by multiplying the purchase price of raw materials, materials and purchased products by the emission unit based on guidelines, etc.

Category3, 13, 14, 15, Other (upstream), Other (downstream): Not applicable

Category4:Calculated using the ton-kilometer method based on the distance from our distribution center to the delivery destination (pharmaceutical wholesaler, etc.) in accordance with the guidelines, etc.

Category5:Calculated by multiplying the weight of waste discharged from factories and research facilities by the emission unit based on guidelines, etc. by type of waste.

Category6, 7:Coefficient data source: Emission factor database for calculating greenhouse gas emissions from organizations throughout the supply chain.

Category8:Reported the amount of gasoline used for leased vehicle operation.

Category9:Calculated by estimating the sales-based CO2 emissions of the major pharmaceutical wholesalers and multiplying the sales-based CO2 emissions by the sales-based CO2 emissions per unit of sales of the wholesaling industry and then multiplying the result by the sales-based CO2 emissions per unit of sales of the Company's annual sales (1.05).

Category10, 11:Due to the nature of the pharmaceutical product, there is no energy use based on product processing.

Category12, 15:Calculated by multiplying the weight of the containers and packaging of products sold or exported by the emission unit based on guidelines, etc.

Recycling is included. Figures for the amount of recycling commissioned under the Containers and Packaging Recycling Law are included.

Note: *The SCOPE3 value for FY2024 has been updated to include the value for Category 5. (August 2025)

CO₂ Emissions in Business Operations

CO₂ emissions per unit of business activity

	FY2020	FY2021	FY2022	FY2023	FY2024
CO ₂ emission intensity: Scope 1+2 (market-based) / sales (million yen)	0.26	0.24	0.20	0.16	0.15
CO ₂ emission intensity: Scope 1 + 2 (market-based) + 3 / sales (million yen)				1.95	1.96
(Reference row: Pharmaceutical business sales (Millions of yen))	50,314	50,791	53,579	56,016	56,655

Total Water Withdrawn and Total Wastewater in Business Operations^{*1*2}

	FY2020	FY2021	FY2022	FY2023	FY2024
Total water withdrawn(thousand m ³)	186.50	150.04	139.12	170.62	164.43
Amount of water withdrawn by business site (thousand m ³)					
Iwaki Factory	159.04	135.19	124.77	156.53	149.41
Shonan Research Center and the former Kawasaki business site	27.46	14.85	14.35	14.09	15.02
Total amount of water withdrawn by local municipalities (tap water) (thousand m ³)	21.17	19.56	19.26	18.43	18.57
Amount of water withdrawn by business site (thousand m ³)					
Iwaki Factory	4.81	4.71	4.91	4.34	3.55
Shonan Research Center and the former Kawasaki business site	16.36	14.85	14.35	14.09	15.02
Total amount of water withdrawn by local municipalities (Industrial water) (thousand m ³)	165.33	130.48	119.86	152.19	145.86
Amount of water withdrawn by business site (thousand m ³)					
Iwaki Factory	154.23	130.48	119.86	152.19	145.86
Shonan Research Center and the former Kawasaki business site	11.10	0.00	0.00	0.00	0.00
Total amount of surface water withdrawn by rivers, lakes, natural ponds, etc. (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of water withdrawn by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00

*1 Factory and Research Center

*2 Figures up to FY2019 are for the former Kawasaki business site, figures for FY2020 are the aggregated figures for the former Kawasaki business site and Shonan Research Center (ASKA Pharmaceutical Group), and the figures starting from FY2021 are for the Shonan Research Center.

Total Water Withdrawn and Total Wastewater in Business Operations^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2024
Total groundwater withdrawn from wells, boreholes, etc. (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total water withdrawn extracted from the quarry (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total external wastewater withdrawn (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total rainwater withdrawn (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total seawater withdrawn (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total water withdrawn in water stressed areas ^{*3} (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total water cyclic withdrawn (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Hydraulic utilization rate (%)	0.0	0.0	0.0	0.0	0.0
Amount of Emissions by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00

^{*1} Factory and Research Center

^{*3} Water stress in our group's main business area is not classified as "Extremely high risk" under Baseline Water Stress in the WRI Aqueduct.
We are operating in an area where high-quality fresh water necessary for our business is available, and our business activities are not affected.

Total Water Withdrawn and Total Wastewater in Business Operations^{*1*2}

	FY2020	FY2021	FY2022	FY2023	FY2024
Total wastewater (thousand m ³)	78.97	55.00	44.07	62.37	63.91
Amount of wastewater by business site (thousand m ³)					
Iwaki Factory	69.15	45.77	35.14	53.99	55.31
Shonan Research Center and the former Kawasaki business site	9.82	9.23	8.92	8.38	8.60
Total wastewater discharged to the sea (thousand m ³)	69.15	45.77	35.14	53.99	55.31
Amount of wastewater discharged by business site (thousand m ³)					
Iwaki Factory	69.15	45.77	35.14	53.99	55.31
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total waste water discharged to rivers (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of wastewater discharged by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00
Total wastewater discharged to sewage (thousand m ³)	9.82	9.23	8.92	8.38	8.60
Amount of wastewater discharged by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	9.82	9.23	8.92	8.38	8.60
Total wastewater discharge in water-stressed areas (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of use by business site (thousand m ³)					
Iwaki Factory	0.00	0.00	0.00	0.00	0.00
Shonan Research Center and the former Kawasaki business site	0.00	0.00	0.00	0.00	0.00

*1 Factory and Research Center

*2 Figures for FY2020 are the aggregated figures for the former Kawasaki business site and Shonan Research Center (ASKA Pharmaceutical Group), and the figures starting from FY2021 are for the Shonan Research Center.

Water Pollution Load in Business Operations^{*4}

	FY2020	FY2021	FY2022	FY2023	FY2024
Biochemical Oxygen Demand (BOD) (kg)	127	92	50	72	95
Chemical Oxygen Demand (COD) (kg)	255	150	111	193	212

*4 Factory

Status of Water Stress at Each Business Site

	Iwaki Factory	Shonan R.C.	Head Office
Current Status of Water Stress at Each Business Site	Low	Medium-high	Medium-high
Future Status of Water Stress at Each Business Site	Low	Medium-high	Medium-high

Water stress is assessed using the Water Resources Institute's Aqueduct.
Current status is as of July 2025 and Future status is for 2030. Water stress is classified as Low: <10%, Low to Medium: 10-20%, Medium to High: 20-40%, High: 40-80%, Extremely high: >80%.

Amount of Waste from Business Activities^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2024
Total amount of waste generated (t)	143.7	174.4	192.8	185.0	172.6
Amount generated by business site (t)					
Iwaki Factory	128.0	153.0	167.0	159.0	145.0
Shonan Research Center and the former Kawasaki business site	15.7	21.4	25.8	26.0	27.6
Amount of recycled resources (t)	94.4	101.2	111.3	164.7	150.6
Amount of recycled resources by business site (t)					
Iwaki Factory	86.0	89.0	98.0	151.0	136.0
Shonan Research Center and the former Kawasaki business site	8.4	12.2	13.3	13.7	14.6
Rate of recycled resources (Recycle rate: %)	65.7	58.0	57.7	89.0	87.3
Amount of waste transported to landfill (t)	42.5	64.6	70.0	9.0	10.1
Amount of recycled resources by business site (t)					
Iwaki Factory	42.0	64.0	69.0	8.0	9.0
Shonan Research Center and the former Kawasaki business site	0.5	0.6	1.0	1.0	1.1
Rate of waste transported to landfill (%)	29.6	37.0	36.3	4.9	5.9
Waste covered by the Basel Convention	None	None	None	None	None

*1 Factory and Research Center

Amount of Raw Materials and Containers/Packages Used in Business Operations^{*4}

	FY2020	FY2021	FY2022	FY2023	FY2024
Amount of raw materials used (t)	186.5	187.9	204.7	198.3	205.6
Amount of containers/packages used (t)	272.3	307.4	252.5	260.2	260.2
Glass (colorless)(kg)	214	161	93	0	0
Glass (blown)(kg)	22	88	84	75	0
Glass (other colors)(kg)	0	0	0	0	0
Plastic bottle(kg)	0	0	0	0	0
Paper containers/packages(kg)	118,032	102,433	87,546	89,246	92,575
Plastic containers/packages(kg)	154,014	204,723	164,760	170,899	168,919
Obligatory recycling amount (kg)					
Glass (colorless)	167	71	52	18	0
Glass (blown)	47	8	34	20	20
Glass (other colors)	0	0	0	0	0
Plastic bottle	0	0	0	0	0
Paper containers/packages	2,587	2,856	1,737	1,621	1,563
Plastic containers/packages	30,096	38,353	61,663	47,878	50,465
Commissioning fee paid for recycling (thousands of yen)	1,578	2,073	3,617	3,010	3,214

^{*4} Factory

Note: Red figures have been adjusted for prior periods due to a change in the calculation method for raw material usage. (July 2025)

Chemical Substance Management^{*1*5}

Chemical Substances Discharged in Business Operations

	FY2020	FY2021	FY2022	FY2023	FY2024
NOx (kg)	1,486	1,456	1,483	1,368	1,431
Emissions by business site (kg)					
Iwaki Factory	976	925	1,002	902	875
Shonan Research Center and the former Kawasaki business site	510	531	481	466	556
SOx (kg)	0.090	0.103	0.100	0.076	0.114
Emissions by business site (kg)					
Iwaki Factory	0	0	0	0	0
Shonan Research Center and the former Kawasaki business site	0.090	0.103	0.100	0.076	0.114

^{*1} Factory and Research Center
^{*5} Figures up to FY2022 are for ASKA Pharmaceutical, and the figures starting from FY2023 are for the ASKA Pharmaceutical Group

Chemical Substance Management*1

Amount of transported substances covered by the PRTR Law (kg)

		FY2021	FY2022	FY2023	FY2024
Handled amount	Acetonitrile*Note	1,162.4	1,714.2	2,376.5	-
	xylene	17.0	0.8	17.6	3.0
	chloroform	633.0	134.4	235.2	193.3
	1,2-dichloroethane	1.6	0.2	0.6	2.8
	Dichloromethane	1,023.5	1,006.0	1,208.8	1,008.0
	N, N-Dimethylformamide	12.7	7.4	12.4	13.9
	toluene	11.0	7.8	9.1	6.8
	formaldehyde	15.1	4.5	0.7	2.2
	N-hexane	406.5	356.8	459.3	538.9
Emissions	Acetonitrile*Note	0.0	0.0	0.1	-
	xylene	0.0	0.0	0.0	3.0
	chloroform	0.0	0.0	0.0	15.0
	1,2-dichloroethane	0.0	0.0	0.0	2.0
	Dichloromethane	500.0	500.0	300.0	200.0
	N, N-Dimethylformamide	0.0	0.0	0.0	1.0
	toluene	0.0	0.0	0.0	2.0
	formaldehyde	0.0	0.0	0.0	0.0
	N-hexane	0.0	0.0	0.0	0.0
Transported amount	Acetonitrile*Note	1,162.4	1,714.2	2,376.4	-
	xylene	17.0	0.8	17.6	3.0
	chloroform	633.0	134.4	235.2	193.3
	1,2-dichloroethane	1.6	0.2	0.6	2.8
	Dichloromethane	523.5	506.0	908.8	808.0
	N, N-Dimethylformamide	12.7	7.4	12.4	13.9
	toluene	11.0	7.8	9.1	6.8
	formaldehyde	15.1	4.5	0.7	2.2
	N-hexane	406.5	356.8	459.3	538.9

*1 Factory and Research Center
Note: Acetonitrile is no longer subject to the PRTR system due to a change in the substances subject to the system.

Number of PCBs properly managed and stored (units)

	FY2021	FY2022	FY2023	FY2024
High-voltage condenser	0	0	0	0
High-pressure oil circuit breaker	0	0	0	0
Fluorescent Lamp Ballast	0	0	0	0
Others (PCB-impregnated rags)	0	0	0	0
Request for disposal to an external specialized treatment facility	None	None	None	None
Bureau of Environment investigations	None	None	None	None

Environmental Costs

Invested 270 million yen in construction costs to improve wastewater processing capacity at Iwaki Factory (FY2020)
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Social Data

Human Resources Management

Labor practices	https://www.aska-pharma-hd.co.jp/english/csr/social/labor_practices.html
Respect for freedom of association and the right to collective bargaining	https://www.aska-pharma-hd.co.jp/english/csr/social/human_rights.html#anc4 * Please refer to the "Human Rights Policy"

Employment^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees ^{*2}	844	840	829	838	865
Male	596	585	556	564	575
Female	248	255	273	274	290
Ratio of female employees ^{*2} (%)	29.4	30.4	32.9	32.7	33.5
Average years of service ^{*3}	19.2	19.5	18.9	18.5	17.5
Male	19.6	20.9	19.6	20.1	18.5
Female	18.1	18.3	17.1	15.3	15.3
Average age ^{*3}	43.9	44.2	43.8	43.8	43.8
Male	44.9	45.3	44.9	45.1	45.2
Female	41.4	41.7	41.0	40.6	40.7

*1 ASKA Pharmaceutical Co., Ltd.

*2 As of the end of the fiscal year

*3 Regular employees

Some figures have been adjusted for prior periods. Corrections are shown in red. (July 2025)

Employment^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2023
Number of employees by age ^{*3} (under 30)	98	100	91	94	93
Number of employees by age ^{*3} (30 to 50)	363	344	343	349	365
Number of employees by age ^{*3} (50+)	296	294	269	274	279
Average annual salary ^{*4} (ten thousands of yen)	751	780	783	791	776
Average annual salary ratio of male to female employees ^{*4*5} (male: female)	100 : 70	100 : 70	100 : 66	100 : 71	100 : 69
Rate of new graduate hires to all employees (%)	1.7	1.3	1.9	2.3	2.1
Number of new graduate hires	14	11	16	19	18
Male	6	5	9	7	9
Female	8	6	7	12	9
Rate of mid-career professionals to all employees (%)	0.6	0.2	2.3	2.9	4.7
Number of mid-career professionals	5	2	19	24	41
Male	5	1	10	19	26
Female	0	1	9	5	15
Rate of foreign hires to annual hires (%)	10.0	3.7	1.7	4.7	0.0
Number of foreign hires	2	1	1	2	0
Male	2	1	0	1	0
Female	0	0	1	1	0

*1 ASKA Pharmaceutical Co., Ltd.

*3 Regular employees

*4 All employees (including regular employees and fixed-term contract employees such as part-timers)

*5 ASKA Pharmaceutical Co., Ltd. has a single-rate wage (grade) system, and there are no differences between male and female employees in terms of gender, age, or other factors in the system. However, there is a gender difference in the human resource portfolio bias in the personnel composition by job group and grade, resulting in differences in wages.

Employment^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of total turnover (including retirement) ^{*4}	35	51	61	31	42
Number of male turnover (including retirement) ^{*4}	27	40	42	20	27
Number of female turnover (including retirement) ^{*4}	8	11	19	11	15
Rate of total employee turnover to all employees (including retirees)	4.1	6.1	7.4	3.7	4.9
Rate of male employee turnover to all employees (including retirees)	3.2	4.8	5.1	2.4	3.1
Rate of female employee turnover to all employees (including retirees)	0.9	1.3	2.3	1.3	1.7
Number of employees taking voluntary resignation ^{*4}	16	14	29	19	20
Number of male employees taking voluntary resignation ^{*4}	11	13	16	10	10
Number of female employees taking voluntary resignation ^{*4}	5	2	14	9	10
Rate of voluntary resignations to all employees(%)	1.9	1.8	3.6	2.3	2.3
Rate of male voluntary resignations to all employees(%)	1.3	1.5	1.9	1.2	1.2
Rate of female voluntary resignations to all employees(%)	0.6	0.2	1.7	1.1	1.2
Number of new graduates resigning within the first 3 years	0	0	1	1	2
Number of new male graduates resigning within the first 3 years	0	0	0	1	0
Number of new female graduates resigning within the first 3 years	0	0	1	0	2
Number of non-regular employees ^{*4}	87	102	126	121	128
Rate of non-regular employees to all employees (%)	10.3	12.1	17.9	14.4	14.8
Ratio of temporary employees to all employees (%)	0.0	0.0	0.0	0.0	0.0
Number of labor union members ^{*3}	496	479	468	479	478
Labor union membership rate to regular employees (%)	58.8	57.0	66.6	66.8	64.9
Number of Employee Stock Ownership Plan members ^{*3}			377	368	359
Employee Stock Ownership Plan membership rate to regular employees (%)			53.6	51.3	48.7

^{*1} ASKA Pharmaceutical Co., Ltd.

^{*3} Regular employees

^{*4} All employees (including regular employees and fixed-term contract employees such as part-timers)

Diversity & Inclusion^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of management positions	261	239	213	220	237
Male	244	222	192	195	205
Female	17	17	21	25	32
Ratio of female corporate officers ^{*6} to all corporate officers(%)	10.0	11.1	0.0	10.0	10.0
Ratio of female management positions ^{*7} (%)	6.5	7.1	9.9	11.4	13.5
Female Management Candidates ^{*8} (%)	18.1	23.7	20.8	23.0	20.0

^{*1} ASKA Pharmaceutical Co., Ltd.

^{*6} Corporate officers who concurrently serve as members of the Board of Directors are not included.

^{*7} Target ratio of female management positions for FY2029: 20.0%

^{*8} Target Ratio for FY2029: 30.0%

Diversity & Inclusion^{*1}

	FY2020	FY2021	FY2022	FY2023	FY2024
Annual paid leave utilization rate(%)	63.0	73.0	70.5	71.7	75.8
Number of employees with disabilities ^{*4}	12	14	17	17	17
Ratio of employees with disabilities (%)	2.0	2.3	2.1	2.5	2.4
Number of employees taking child care leave	23	21	25	25	26
Male	9	9	19	23	18
Female	14	12	6	2	8
Rate of employees taking child care leave (%)					
Male	45.5	45.5	94.7	100.0	100.0
Female	100.0	100.0	100.0	100.0	100.0
Number of employees using shorter working hours for childcare	3	8	10	10	9
Male	0	0	0	0	0
Female	3	8	10	10	9
Number of employees using sick/injured child/family care leave system	0	1	0	0	2
Number of employees taking nursing care leave	0	0	0	1	3
Male	0	0	0	1	1
Female	0	0	0	0	2

^{*1} ASKA Pharmaceutical Co., Ltd.
^{*4} All employees (including regular employees and fixed-term contract employees such as part-timers)

Education and Training^{*1}

Education and training structure https://www.aska-pharma-hd.co.jp/english/csr/social/labor_practices.html#anc5

	FY2022	FY2023	FY2024
Total hours of training conducted	15,861.6	16,181.1	19,091.8
Hours of training per employee	19.1	19.3	22.1
Training cost per employee ^{*4} (yen)	92,600	109,300	126,700

Status by training category

		FY2022	FY2023	FY2024
Mandatory Group-wide training				
Compliance training				
For implementation within level-specific training and new career professionals training	Number of times conducted	15	22	24
	Duration (hours) ^{*9}	0.4	0.5	0.7
	Number of participants ^{*10}	223	279	300
Ongoing training through e-learning for all group employees	Number of times conducted	-	9	11
	Duration (hours) ^{*9}	-	0.2	0.2
	Number of participants ^{*10}	-	6,649	8,651

^{*1} ASKA Pharmaceutical Co., Ltd.
^{*4} All employees (regular employees and fixed-term contract employees such as part-timers)
^{*9} Duration per training session (average)
^{*10} Total number of people in fiscal year

Education and Training^{*1}

Status by training category

		FY2022	FY2023	FY2024
Mandatory Group-wide training				
Sustainability training	Number of times conducted	4	3	3
	Duration (hours) ^{*9}	0.4	0.4	0.5
	Number of participants ^{*10}	3,029	2,630	2,699
Training on legal compliance in the pharmaceutical manufacturing and sales industry	Number of times conducted	1	1	1
	Duration (hours) ^{*9}	0.3	0.3	0.5
	Number of participants ^{*10}	796	822	842
Training by IT Solution Department	Number of times conducted	4	2	1
	Duration (hours) ^{*9}	0.4	0.4	0.5
	Number of participants ^{*10}	907	840	846
BCP and Disaster Prevention Training ^{*11}	Number of times conducted	-	-	2
	Duration (hours) ^{*9}	-	-	0.3
	Number of participants ^{*10}	-	-	1,721
Training by the Human Resources Department (childcare/nursing care, mental health, etc) ^{*11}	Number of times conducted	-	-	2
	Duration (hours) ^{*9}	-	-	0.3
	Number of participants ^{*10}	-	-	1,532
Mint+ Femknowledge (training videos on women's health) ^{*11}	Number of times conducted	-	-	-
	Duration (hours) ^{*9}	-	-	2.6
	Number of participants ^{*10*12}	-	-	470

*1 ASKA Pharmaceutical Co., Ltd.
*9 Duration per training session (average)
*10 Total number of people in fiscal year
*11 The data has been compiled from the ESG Data Book 2025 (for FY2024).
*12 Only those who have completed the course are included in the calculation.

Education and Training^{*1}

Status by training category

	FY2024	Number of times conducted (times)	Total Attendance (persons)	Total Hours (hours)
Level-specific training				
Training for newly assigned officers		1	1	20
Training for department directors		1	39	140
Training for section managers		1	81	381
Training for newly appointed executives		2	14	48
Training for newly appointed section chiefs and assistant managers		2	26	83
Special training for newly appointed section chiefs and assistant managers		1	21	269
Elder pre-transition training		1	16	138
New employee follow-up training		1	17	97
Second year training		1	17	97
Third year training		1	14	80
New employee induction training		1	18	1,165
Elective training				
E-learning (Duration is calculated as total amount of hours)		-	679	8,534
Business skills elective training		7	108	486
Career design training				
Career design training (35, 45, 55 years-old)		3	64	269
Life planning seminars		1	36	137
Other trainings				
Elective training (APPLE Program)		1	15	965
Elective training (GRAPE Program)		1	16	219
Training for new career professionals		8	41	82

Note: Other trainings, Selective training (Correspondence courses, External training course), and Division-specific training are uncounted

^{*1} ASKA Pharmaceutical Co., Ltd.

Occupational Safety and Health^{*1}

ASKA Pharmaceutical Safety and Health Basic Policy https://www.aska-pharma-hd.co.jp/english/csr/social/labor_practices.html#anc6
* Described in "Occupational Safety and Health Initiatives"

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees injured	1	3	3	5	3
Number of lost time injury incidents	1	0	0	0	0
Lost-time incident rate (employees) (%)	0.8	0.0	0.0	0.0	0.0
Number of fatalities in work-related accidents	0	0	0	0	0
Number of violations of laws and regulations for which significant fines or other sanctions were imposed	0	0	0	0	0

^{*1} ASKA Pharmaceutical Co., Ltd.
The frequency rate of lost time injuries has been revised in previous years due to a reconfirmation of the calculation method. (August 2025)

Human Rights

Human Rights Policy	https://www.aska-pharma-hd.co.jp/english/csr/social/human_rights.html#anc4
Prevention of unfair discrimination and harassment	https://www.aska-pharma-hd.co.jp/english/csr/social/human_rights.html#anc3 * Described in "Prevention of Harassment in the Workplace"

Charter of Corporate Behavior

Charter of Corporate Behavior	https://www.aska-pharma-hd.co.jp/english/company/charter.html
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Community

CSR guiding principles	https://www.aska-pharma-hd.co.jp/english/csr/sustainability/basic_policy.html
Basic Principles of Social Contribution Activities	https://www.aska-pharma-hd.co.jp/english/csr/social/community_involvement.html#anc1

	FY2020	FY2021	FY2022	FY2023	FY2024
Amount invested in the communities (thousands of yen)	3,200	10,210	9,230	11,250	9,610

Health Management

Health Management^{*1*2}

Health Management Declaration <https://www.aska-pharma-hd.co.jp/english/csr/social/health.html#anc2>

	FY2020	FY2021	FY2022	FY2023	FY2024	Targets for FY2025
Physical health						
Periodic health check uptake rate (%)	100	100	100	100	100	100
Mental health						
Stress check uptake rate (%)	95	100	100	100	100	100
Mental care e-learning enrollment rate (%)	94	94	58	56	67	100
Engagement						
Work engagement (deviation) ^{*3*4}	53.6	53.7	53.7	54.3	54.7	55
Mental toughness (deviation) ^{*4}	53.4	53.4	53.4	54.1	54.6	55

^{*1} FY2020: ASKA Pharmaceutical Co., Ltd. FY2021-FY2024: ASKA Pharmaceutical Holdings Group
^{*2} As of the end of the fiscal year
^{*3} The survey incorporates 9 items of the Utrecht Work Engagement Scale into the work engagement survey independently set up by the survey consignee.
(FY2022: 786 employees measured, 100% response rate; FY2023: 806 employees measured, 100% response rate; FY2024: 823 employees measured, 100% response rate)
^{*4} The deviation was calculated based on 81 companies and organizations that have introduced the work engagement survey.

Improvement of Lifestyle Habits^{*1*2}

	FY2020	FY2021	FY2022	FY2023	FY2024	Targets for FY2025
Maintaining an appropriate body weight						
Weight Gain of less than 10 kg since the age of 20 (%)	57	65	66	65	Under aggregation	70
Exercise						
At least one hour of physical activities per day (%)	41	41	41	47	Under aggregation	55
Sleep						
Getting enough rest from sleep (%)	72	69	69	68	Under aggregation	75
Meal						
Missing breakfast less than 3 times a week (%)	83	79	77	76	Under aggregation	85
Smoking						
No smoking habit (%)	79	81	81	82	Under aggregation	85
Drinking alcohol						
Amount of drinking alcohol per occasion is less than 360ml (%)	73	81	82	78	Under aggregation	70

*1 FY2020: ASKA Pharmaceutical Co., Ltd. FY2021-FY2024: ASKA Pharmaceutical Holdings Group

*2 As of the end of the fiscal year, all employees

Governance Data

Corporate Governance

Corporate Governance Basic Principles	https://www.aska-pharma-hd.co.jp/english/invest/governance/governance.html
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Corporate Governance Structure^{*1}

Organizational structure	Company with Audit & Supervisory Board Member		
	Total	Male	Female
Number of Board Members	9	6	3
Number of the Board of Directors, Outside Directors ^{*2}	4	2	2
Number of Audit & Supervisory Board Members	4	4	0
Of which, number of Outside Audit & Supervisory Board Members ^{*3}	2	2	0

^{*1} As of June 24, 2025
^{*2} Of which, 4 independent Board members
^{*3} Of which, 2 independent Audit & Supervisory Board members

Board Members' career summary	https://www.aska-pharma-hd.co.jp/english/company/official.html
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Skill Matrix	https://www.aska-pharma-hd.co.jp/english/invest/governance/basic_policy.html#anc9
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Application of Clawback provisions	Not applicable
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Board of Directors/ Audit & Supervisory Board and Other Committees

Chairman of the Board of Directors	President
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Details of Board of Directors meetings held

	FY2021	FY2022	FY2023	FY2024
Number of Board of Directors meetings held	17	16	15	15
Attendance rate at Board of Directors meetings (%)	100.0	99.2	98.8	99.4
Attendance rate of Board members (%)	100.0	98.6	98.2	99.2
Attendance rate of independent Board members (%)	100.0	100.0	100.0	98.2
Attendance rate of Audit & Supervisory Board members (%)	100.0	100.0	100.0	100.0
Attendance rate of independent Audit & Supervisory Board members (%)	100.0	100.0	100.0	100.0

Evaluations of the Effectiveness of the Board of Directors https://www.aska-pharma-hd.co.jp/english/invest/governance/basic_policy.html#anc13

Details of Audit & Supervisory Board meetings held

	FY2021	FY2022	FY2023	FY2024
Number of Audit & Supervisory Board meetings held	16	19	18	18
Attendance rate of Audit & Supervisory Board meetings (%)	100.0	100.0	97.2	100.0
Attendance rate of independent Audit & Supervisory Board meetings (%)	100.0	100.0	100.0	100.0

Board of Directors/ Audit & Supervisory Board and Other Committees

Group Nomination Committee*4

Chairman	Outside Director
Committee members	Total number of committee members:3 (3 Outside Directors, including chairman)

Group Remuneration Committee*4

Chairman	Outside Director
Committee members	Total number of committee members:3 (3 Outside Directors, including chairman)

ESG Committee

Chairman	In-house Director
Committee members	Total number of committee members:3 (3 in-house Directors, including chairman)

Group Compliance Promotion Committee

Chairman	In-house Director
Committee members	Total number of committee members:3 (3 in-house Directors, including chairman)

Attendance status of Board of Directors, Audit & Supervisory Board and Other Committees

https://www.aska-pharma-hd.co.jp/english/invest/governance/basic_policy.html#anc10

*4 As of FY2025

Compensation for Members of the Board of Directors and Audit & Supervisory Board Members

Policies on Determining the Details
of Compensation, etc. for Each
Individual Member of the Board of
Directors

https://www.aska-pharma-hd.co.jp/english/invest/governance/board_members.html#anc9

Total Amount of Compensation, etc. by Officer Classification, Total Amount by Type of Compensation, etc., and the Number of Target Officers

	Total amount of compensation, etc. (Millions of yen)	Total amount by type of compensation, etc. (Millions of yen)			Number of target officers (Persons)
		Base salary	Performance based bonus	Restricted stock compensation	
Members of the Board of Directors (Excluding Outside Directors)	38(38)	38(38)	-(-)	-(-)	4(4)
Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members)	50(13)	50(13)	-(-)	-(-)	5(2)
Outside Board Members	89(51)	89(51)	-(-)	-(-)	9(6)

* The amount of compensation or the like for members of the Board of Directors does not include the portion of employee's salary paid to members of the Board of Directors who also serve as employees of the Company.

* The number of target officers is the number of officers paid remuneration by the Company. In addition to the above, the total amount of compensation, etc. received by 5 members of the Board of Directors of the Company from its subsidiary (ASKA Pharmaceutical Co., Ltd. and ASKA Animal Health Co., Ltd.) is ¥276 million.

* The performance index for performance-based remuneration, etc. consists of performance indexes such as operating profit and a non-financial ESG-related index. Those results are operating profit of 5,331 million yen, net sales of 64,139 million yen, and ROE 8.0 %. The reason the index was chosen is that it is important as an indicator of achievement of management goals; therefore, it was determined to be an appropriate index for performance-based remuneration. Therefore, it was determined to be an appropriate index for performance-based remuneration.

* Non-monetary remuneration, etc. is in the form of Company shares.

* Based on the resolution of the Extraordinary General Meeting of Shareholders held on June 24, 2021, the upper limit on compensation for members of the Board of Directors was set at ¥500 million per year (including ¥70 million for outside directors of the Board of Directors and excluding the portion of employee salary paid to members of the Board of Directors who also serve as employees of the Company). The number of members of the Board of Directors at the end of the Extraordinary General Meeting of Shareholders was 6 (including 3 Outside Directors). Separate from this compensation, the upper limit on restricted stock remuneration was set at ¥100 million per year based on the resolution of the Extraordinary General Meeting of Shareholders held on June 24, 2021. The number of members of the Board of Directors at the end of the Extraordinary General Meeting of Shareholders was 3 (excluding the Outside Directors).

* Based on the resolution of the Extraordinary General Meeting of Shareholders held on June 24, 2021, the upper limit on compensation for Audit & Supervisory Board members was set at ¥150 million per year. The number of Audit & Supervisory Board members at the end of the Extraordinary General Meeting of Shareholders was 4.

Corporate Ethics

Basic Principles for Compliance	https://www.aska-pharma-hd.co.jp/english/invest/governance/compliance.html#anc1
Basic Policy for Risk Management	https://www.aska-pharma-hd.co.jp/english/invest/governance/compliance.html#anc2
Information Security Policy	https://www.aska-pharma-hd.co.jp/english/invest/governance/compliance.html#anc3
Political Contributions	ASKA Pharmaceutical Holdings Group prohibits illegal political contributions and other corrupt activities. https://www.aska-pharma-hd.co.jp/english/csr/social/fair_business.html#anc3

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of whistleblower reports	14	11	10	6	5
Number of serious violations of the code of conduct and ethical standards	1	2	3	1	2

Note: FY2020: ASKA Pharmaceutical, FY2021: ASKA Pharmaceutical Holdings and ASKA Pharmaceutical

	FY2020	FY2021	FY2022	FY2023	FY2024
Political contributions (yen)	0	0	0	0	0

* Indirect contributions are 850,000 yen (FY2024)

	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of employees attending training					
Compliance training	234	1,118	223	7,275	6,674
Training on Code of Conduct	235	1,118	223	4,554	127
Training on whistle-blower system	234	1,113	219	3,691	1,462
Training on personal data protection	0	0	0	27	1,804

Anti-Corruption

Anti-Bribery and
Corruption Policy https://www.aska-pharma-hd.co.jp/english/csr/social/fair_business.html#anc3

	FY2020	FY2021	FY2022	FY2023	FY2024
Fines, penalties, and settlements for bribery and anti-corruption violations ^{*5} (yen)	0	0	0	0	0
Number of disciplinary dismissals due to bribery and anti-corruption violations ^{*5}	0	0	0	0	0

^{*5} ASKA Pharmaceutical Holdings Group did not receive any fines, penalties, or settlements related to violations of the Bribery and Corruption Prevention Act. In addition, no disciplinary actions resulted from violations of the Act. (FY2024)

Tax

Tax Policy https://www.aska-pharma-hd.co.jp/english/invest/governance/basic_policy.html#anc13

	FY2020	FY2021	FY2022	FY2023	FY2024
Income taxes paid (millions of yen)	861	1,873	1,118	2,316	1,091

Initiatives and Member Organizations

Here are the main initiatives and member organizations in which our group participates.

<https://www.aska-pharma-hd.co.jp/english/csr/initiatives.html>