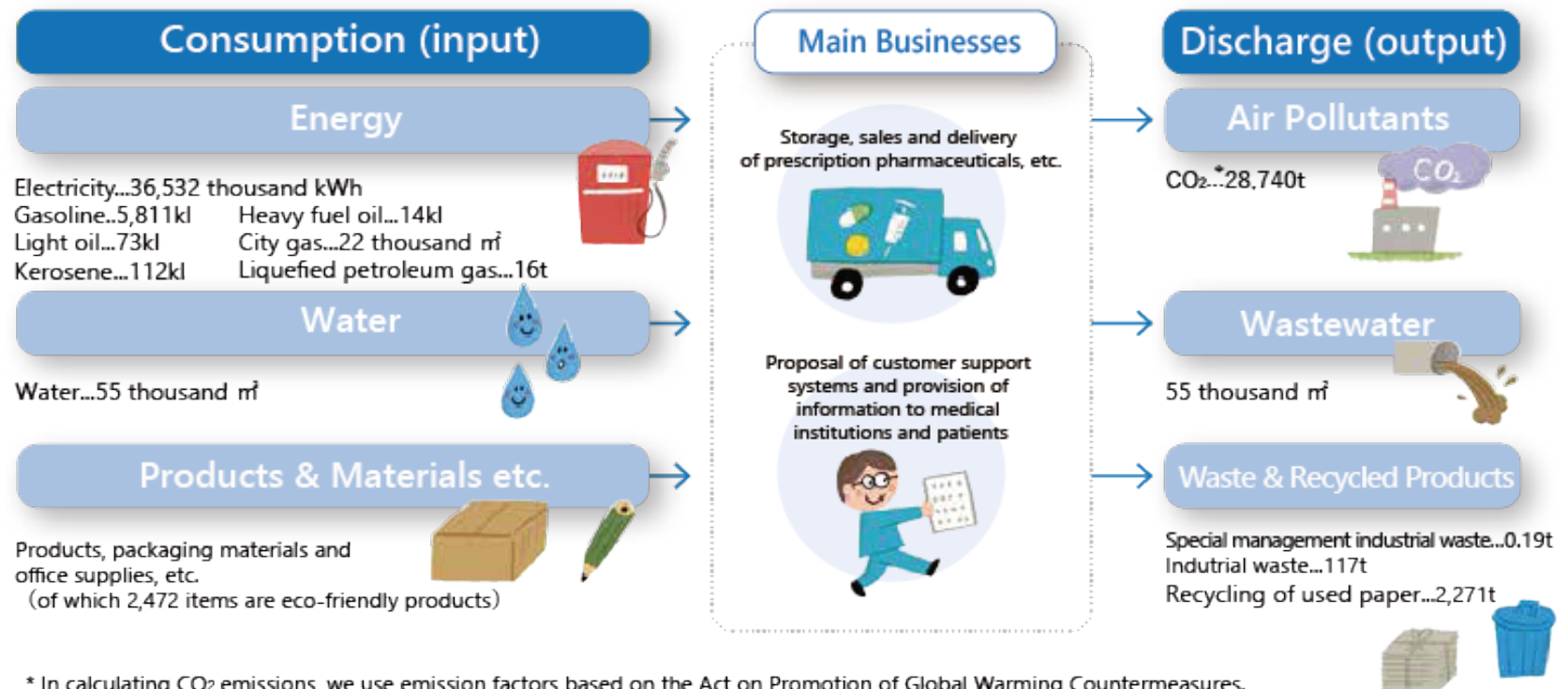


Key ESG Data of TOHO HOLDINGS Group

Environment

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

Material Flow Chart of TOHO HOLDINGS (FY2023)



* In calculating CO₂ emissions, we use emission factors based on the Act on Promotion of Global Warming Countermeasures.

◆ Greenhouse Gas Emissions

Issue	unit	FY2021	FY2022	FY2023	
Scope1 (Direct emissions from use of fuels)	t-CO ₂	15,887	15,105	13,915	
Scope2 (Indirect emissions from use of purchased electricity)		15,791	15,947	16,001	
Location-based		16,885	14,943	14,825	
Market-based		32,771	30,048	28,740	
Scope1 and 2 total (Scope 2 is calculated on Market-based)					
Scope3	t-CO ₂	category 1 (Purchased goods and services)	2,174,178	2,344,474	2,086,402
		category 2 (Capital goods)	12,355	7,494	10,803
		category 3 (Fuel and energy related activities not included in Scope 1 and 2)	4,812	4,716	4,538
		category 4 (Upstream transportation and distribution)	534	640	354
		category 5 (Waste generated in operations)	32	20	18
		category 6 (Business travel)	197	316	495
		category 7 (Employee commuting)	2,862	2,912	2,771
		category13 (Downstream leased assets)	62	109	146
Scope3 total		2,195,033	2,360,680	2,105,528	

◆ Energy consumption

	unit	FY2021	FY2022	FY2023
Electricity	thousand kWh	36,469	36,744	36,532
Gasoline	kL	6,570	6,236	5,811
Light oil	kL	68	74	73
Kerosene	kL	104	98	112
Heavy fuel oil	kL	19	20	14
City gas	thousand m ³	44	46	22
Liquefied petroleum gas	t	20	16	16

◆ Water consumption

	unit	FY2021	FY2022	FY2023
Water consumption	thousand m ³	57	57	55

◆ Waste management

	unit	FY2021	FY2022	FY2023
Industrial waste	t	239	155	117
Special management industrial waste	t	0.47	0.86	0.19
Recycling of used paper	t	1,513	2,174	2,271

Social

Target Organization: Consolidated companies

◆ Basic employment data

		FY2021	FY2022	FY2023
Number of employees stated in the Annual Securities Report(person) *1		7,785	7,699	7,572
Number of all employees	total	10,227	10,036	10,039
	male	5,536	5,361	5,263
	female	4,691	4,675	4,776
Management	total	1,998	1,954	1,978
	male	1,593	1,534	1,564
	female	405	420	414
New employees	total	—	—	77
	male	—	—	36
	female	—	—	41
Number of mid-career hires *2	total	—	—	395
	male	—	—	98
	female	—	—	297
Average number of years of attendance (full-time employees) (year) *3	male	20.8	21.0	21.0
	female	15.5	15.7	16.0

◆ Data on women's activities

	FY2021	FY2022	FY2023
Rate of female employees (all employees) (%)	45.9	46.6	47.6
Rate of female managers (%)	20.3	21.5	20.9
Rate of new hires who are females (%)	—	—	53.2
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)	5.3	5.3	5.0

◆ Diversity data *3

	FY2021	FY2022	FY2023	
Number of employees reaching retirement age	93	99	95	
Number of re-employment system utilizers	93	99	95	
Rate of persons with disabilities (%)	TOHO HOLDINGS	2.77	3.63	3.16
	TOHO PHARMACEUTICAL	2.30	2.30	2.40

◆ Work-life-balance data

		FY2021	FY2022	FY2023
Number of users of the childcare leave system	male	18	24	40
	female	182	166	164
Rate of taking childcare leave (male) (%) *4		—	—	49.0
Number of users of the short-time attendance system for childcare	male	2	1	1
	female	161	165	178
Number of users of nursing care leave system	male	0	4	1
	female	12	8	11

*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...In fiscal 2023, new graduates and mid-career hires were separated from each other. Figures for fiscal 2021 and 2022 are not included.

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

*4...Data have been collected since fiscal 2023.

Governance

◆ Board of Directors *

		July 2022	July 2023	July 2024
Number of directors (person)	total	9	9	9
	female	1	1	2
Number of outside directors (person)	total	3	3	3
	female	0	0	1
Number of Executive Officers (person)	total	12	12	11
	female	3	3	2

* Target Organization : TOHO HOLDINGS