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Environmental Data

Environmental Management

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

	FY2019	FY2020	FY2021	FY2022	FY2023
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

	Base year	Base quantity	▶	Target year	Target quantity
Climate change					
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)

	FY2019	FY2020	FY2021	FY2022	FY2023
CO ₂ emissions reduction rate (compared to FY2013)	73.1	74.4	68.3	60.8	50.8

Energy Inputs and CO₂ Emissions in Business Operations

		FY2019	FY2020	FY2021	FY2022	FY2023
Total energy consumptions (GJ)		253,941	261,894	248,641	237,500	220,690
	Non-fossil (GJ)	-	-	-	-	50,265
	Renewable energy as a percentage of total energy consumption (%)	-	-	-	-	23
Electricity	(thousand kWh)	12,718	11,646	11,325	10,702	11,754
	(GJ)	123,129	108,436	104,892	103,429	101,010
	Non-fossil (GJ)	-	-	-	-	50,265
	Percentage of non-fossil power (%)	-	-	-	-	49.8
Fuel/ heat	Total (GJ)	130,812	153,458	143,749	134,071	119,680
	Petroleum (kerosene, diesel oil, heavy oil, gasoline, etc.) (kl)	31	0	0	0	0
	(GJ)	1,114	27	4	4	3
	LPG (t)	9	5	6	6	1
	(GJ)	442	254	305	290	62
	City gas (thousand m ³)	2,866	3,398	3,183	2,969	2,656
	(GJ)	128,975	152,908	143,217	133,615	119,529
	Water usage and others (GJ)	280	270	224	162	86
Solar power generation (thousand kWh)		91	81	102	101	109
Total energy consumption Crude oil equivalent (kl)		6,552	6,757	6,415	6,128	5,694
Crude oil equivalent by business site (kl)						
Iwaki Factory		5,057	5,190	4,983	4,774	4,436
Shonan Research Center and the former Kawasaki business site		1,135	1,218	1,073	1,007	931
Head Office		272	267	270	265	257
Sales Offices		87	81	89	82	69

Prior years have been revised due to changes in output figures in METI periodic reports. Corrections are shown in red. (August 2024)

Energy Inputs and CO₂ Emissions in Business Operations

	FY2019	FY2020	FY2021	FY2022	FY2023
Total CO ₂ emissions (t-CO ₂) *	12,953	13,215	12,251	10,791	8,997
Emissions by business site (t-CO ₂)					
Iwaki Factory	10,133	10,308	9,602	9,287	7,889
Shonan Research Center and the former Kawasaki business site	2,160	2,280	1,992	851	843
Head Office	504	486	504	511	137
Sales Offices	155	140	152	138	128

CO₂ Emissions in Business Operations (SCOPE1)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total CO ₂ emissions (SCOPE1) (t-CO ₂)	6,627	7,754	7,265	6,778	6,052
Emissions by business site (t-CO ₂)					
Iwaki Factory	5,785	6,620	6,150	5,774	5,058
Shonan Research Center and the former Kawasaki business site	706	1,001	976	864	843
Head Office	126	122	127	130	137
Sales Offices	10	9	10	9	12

CO₂ Emissions in Business Operations (SCOPE2)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total CO ₂ emissions (SCOPE2 Market Criteria) (t-CO ₂)	6,326	5,428	4,833	4,013	2,945
Emissions by business site (t-CO ₂)					
Iwaki Factory	4,348	3,656	3,296	3,513	2,831
Shonan Research Center and the former Kawasaki business site	1,454	1,279	1,016	0	0
Head Office	378	364	381	381	0
Sales Offices	145	131	142	129	116
Total CO ₂ emissions (SCOPE2 Location Criteria) (t-CO ₂)	6,325	5,462	4,987	5,098	4,987
Emissions by business site (t-CO ₂)					
Iwaki Factory	4,348	3,688	3,452	3,572	3,534
Shonan Research Center and the former Kawasaki business site	1,454	1,279	1,016	1,023	958
Head Office	378	364	377	374	373
Sales Offices	145	131	142	129	122

Scope 1 emissions are calculated directly by the Company and include CO₂ emissions from the use of gasoline, kerosene, diesel oil, heavy oil, LPG, city gas, and water, etc.

Scope3 is under preparation for calculation.

Prior years have been corrected due to changes in EEGS output figures. Corrections are shown in red. (August 2024)

* 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.

CO₂ Emissions in Business Operations (SCOPE3)

Categories	Indicator	FY2023
Total CO ₂ emissions (SCOPE3) (t-CO ₂)		
Category1:	Purchased goods and services	65,522
Category2:	Capital goods	31,873
Category3:	Fuel-and-energy-related activities (not included in Scope 1 or 2)	—
Category4:	Upstream transportation and distribution	337
Category5:	Waste generated in operations	20
Category6:	Business travel	110
Category7:	Employee commuting	57
Category8:	Upstream leased assets	660
Category9:	Downstream transportation and distribution	1,354
Category10:	Processing of sold products	0
Category11:	Use of sold products	0
Category12:	End of life treatment of sold products	136
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.

Total Water Withdrawn and Total Wastewater in Business Operations*1*2

	FY2019	FY2020	FY2021	FY2022	FY2023
Total water withdrawn(thousand m³)	309.10	186.50	150.04	139.12	170.62
Amount of water withdrawn by business site (thousand m³)					
Iwaki Factory	253.53	159.04	135.19	124.77	156.53
Shonan Research Center and the former Kawasaki business site	55.58	27.46	14.85	14.35	14.09
Total amount of water withdrawn by local municipalities (tap water) (thousand m³)	58.06	21.17	19.56	19.26	18.43
Amount of water withdrawn by business site (thousand m³)					
Iwaki Factory	50.72	4.81	4.71	4.91	4.34
Shonan Research Center and the former Kawasaki business site	7.34	16.36	14.85	14.35	14.09
Total amount of water withdrawn by local municipalities (Industrial water) (thousand m³)	251.05	165.33	130.48	119.86	152.19
Amount of water withdrawn by business site (thousand m³)					
Iwaki Factory	202.81	154.23	130.48	119.86	152.19
Shonan Research Center and the former Kawasaki business site	48.24	11.10	0.00	0.00	0.00
Total amount of surface water withdrawn by rivers, lakes, natural ponds, etc. (thousand m³)	0.00	0.00	0.00	0.00	0.00
Amount of water withdrawn by business site (thousand m³)					
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.

Revised due to a review of the calculation method and other factors. Revisions are shown in red. (February 2024)

Total Water Withdrawn and Total Wastewater in Business Operations*1

	FY2019	FY2020	FY2021	FY2022	FY2023
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*4

	FY2019	FY2020	FY2021	FY2022	FY2023
Total wastewater (thousand m ³)	97.32	78.97	55.00	44.07	62.37
Amount of wastewater by business site (thousand m ³)					
Iwaki Factory	97.32	69.15	45.77	35.14	53.99
Shonan Research Center and the former Kawasaki business site	-	9.82	9.23	8.92	8.38
Total wastewater discharged to the sea (thousand m ³)	97.32	69.15	45.77	35.14	53.99
Amount of wastewater discharged by business site (thousand m ³)					
Iwaki Factory	97.32	69.15	45.77	35.14	53.99
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)	0.00	9.82	9.23	8.92	8.38
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
Total wastewater discharge in water-stressed areas ^{*3} (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

*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.

*4 Wastewater discharged from Shonan Research Center (FY2020-FY2022) is disclosed from this time onward. In accordance with the disclosure, the red figures have been adjusted for prior periods. (February 2024)

Water Pollution Load in Business Operations^{*5}

	FY2019	FY2020	FY2021	FY2022	FY2023
Biochemical Oxygen Demand (BOD) (kg)	182	127	92	50	72
Chemical Oxygen Demand (COD) (kg)	353	255	150	111	193

^{*5} 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 February 2024 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}

	FY2019	FY2020	FY2021	FY2022	FY2023
Total amount of waste generated (t)	292.7	143.7	174.4	192.8	185.0
Amount generated by business site (t)					
Iwaki Factory	129.0	128.0	153.0	167.0	159.0
Shonan Research Center and the former Kawasaki business site	163.7	15.7	21.4	25.8	26.0
Amount of recycled resources (t)	188.5	94.4	101.2	111.3	164.7
Amount of recycled resources by business site (t)					
Iwaki Factory	77.0	86.0	89.0	98.0	151.0
Shonan Research Center and the former Kawasaki business site	111.5	8.4	12.2	13.3	13.7
Rate of recycled resources (Recycle rate: %)	64.4	65.7	58.0	57.7	89.0
Amount of waste transported to landfill (t)	54.5	42.5	64.6	70.0	9.0
Amount of recycled resources by business site (t)					
Iwaki Factory	52.0	42.0	64.0	69.0	8.0
Shonan Research Center and the former Kawasaki business site	2.5	0.5	0.6	1.0	1.0
Rate of waste transported to landfill (%)	18.6	29.6	37.0	36.3	4.9
Waste covered by the Basel Convention	なし	なし	なし	なし	なし

^{*1} Factory and Research Center

Amount of Raw Materials and Containers/Packages Used in Business Operations^{*5}

	FY2019	FY2020	FY2021	FY2022	FY2023
Amount of raw materials used (t)	259.0	247.0	283.0	264.3	240.6
Amount of containers/packages used (t)	238.4	272.3	307.4	252.5	260.2
Glass (colorless)(kg)	610	214	161	93	0
Glass (blown)(kg)	142	22	88	84	75
Glass (other colors)(kg)	0	0	0	0	0
Plastic bottle(kg)	0	0	0	0	0
Paper containers/packages(kg)	99,232	118,032	102,433	87,546	89,246
Plastic containers/packages(kg)	138,448	154,014	204,723	164,760	170,899
Obligatory recycling amount (kg)					
Glass (colorless)	268	167	71	52	18
Glass (blown)	56	47	8	34	20
Glass (other colors)	0	0	0	0	0
Plastic bottle	0	0	0	0	0
Paper containers/packages	2,993	2,587	2,856	1,737	1,621
Plastic containers/packages	30,575	30,096	38,353	61,663	47,878
Commissioning fee paid for recycling (thousands of yen)	1,539	1,578	2,073	3,617	3,010

*5 Factory

Chemical Substance Management*1

Chemical Substances Discharged in Business Operations

	FY2019	FY2020	FY2021	FY2022	FY2023
NOx (kg)	1,547	1,486	1,456	1,483	1,368
Emissions by business site (kg)					
Iwaki Factory	1,374	976	925	1,002	902
Shonan Research Center and the former Kawasaki business site	173	510	531	481	466
SOx (kg)	0	0.090	0.103	0.100	0.076
Emissions by business site (kg)					
Iwaki Factory	0	0	0	0	0
Shonan Research Center and the former Kawasaki business site	0	0.090	0.103	0.100	0.076

*1 Factory and Research Center

Chemical Substance Management^{*1}

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

		FY2021	FY2022	FY2023
Handled amount	Acetonitrile	1,162.4	1,714.2	2,376.5
	xylene	17.0	0.8	17.6
	chloroform	633.0	134.4	235.2
	1,2-dichloroethane	1.6	0.2	0.6
	Dichloromethane	1,023.5	1,006.0	1,208.8
	N, N-Dimethylformamide	12.7	7.4	12.4
	toluene	11.0	7.8	9.1
	formaldehyde	15.1	4.5	0.7
	N-hexane	406.5	356.8	459.3
Emissions	Acetonitrile	0.0	0.0	0.1
	xylene	0.0	0.0	0.0
	chloroform	0.0	0.0	0.0
	1,2-dichloroethane	0.0	0.0	0.0
	Dichloromethane	500.0	500.0	300.0
	N, N-Dimethylformamide	0.0	0.0	0.0
	toluene	0.0	0.0	0.0
	formaldehyde	0.0	0.0	0.0
	N-hexane	0.0	0.0	0.0
Transported amount	Acetonitrile	1,162.4	1,714.2	2,376.4
	xylene	17.0	0.8	17.6
	chloroform	633.0	134.4	235.2
	1,2-dichloroethane	1.6	0.2	0.6
	Dichloromethane	523.5	506.0	908.8
	N, N-Dimethylformamide	12.7	7.4	12.4
	toluene	11.0	7.8	9.1
	formaldehyde	15.1	4.5	0.7
	N-hexane	406.5	356.8	459.3

^{*1} Factory and Research Center

Number of PCBs properly managed and stored (units)

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

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees ^{*2}	873	844	840	829	838
Male	626	596	585	556	564
Female	247	248	255	273	274
Ratio of female employees ^{*2} (%)	28.3	29.4	30.4	32.9	32.7
Average years of service ^{*3}	18.8	19.2	19.5	18.9	18.5
Male	19.3	19.6	20.9	19.6	20.1
Female	17.6	18.1	18.3	17.1	15.3
Average age ^{*3}	43.5	43.9	44.2	43.8	45.6
Male	44.4	44.9	45.3	44.9	46.7
Female	40.9	41.4	41.7	41.0	43.3

*1 ASKA Pharmaceutical Co., Ltd.

*2 As of the end of the fiscal year

*3 Regular employees

Employment^{*1}

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees by age ^{*3} (under 30)	113	98	100	91	94
Number of employees by age ^{*3} (30 to 50)	376	363	344	343	349
Number of employees by age ^{*3} (50+)	283	296	294	269	274
Average annual salary ^{*4} (ten thousands of yen)	760	751	780	783	791
Average annual salary ratio of male to female employees ^{*4} (male: female)	100 : 68	100 : 70	100 : 70	100 : 66	100 : 71
Rate of new graduate hires to all employees (%)	2.3	1.7	1.3	1.9	2.3
Number of new graduate hires	20	14	11	16	19
Male	11	6	5	9	7
Female	9	8	6	7	12
Rate of mid-career professionals to all employees (%)	1.3	0.6	0.2	2.3	2.9
Number of mid-career professionals	15	5	2	19	24
Male	13	5	1	10	19
Female	2	0	1	9	5
Rate of foreign hires to annual hires (%)	2.6	10.0	3.7	1.7	4.7
Number of foreign hires	1	2	1	1	2
Male	1	2	1	0	1
Female	0	0	0	1	1

*1 ASKA Pharmaceutical Co., Ltd.

*3 Regular employees

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

Note: 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}

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of total turnover (including retirement) ^{*4}	61	39	51	64	31
Rate of total employee turnover to all employees (including retirees)	7.0	4.6	6.1	7.7	3.7
Number of employees taking voluntary resignation ^{*4}	40	16	14	29	19
Percentage of voluntary resignations to all employees(%)	4.6	1.9	1.7	3.5	2.2
Number of new graduates resigning within the first 3 years	0	0	0	1	1
Number of non-regular employees ^{*4}	101	87	102	126	121
Rate of non-regular employees (%)	11.6	10.3	12.1	17.9	14.4
Ratio of temporary employees to all employees (%)	0.0	0.0	0.0	0.0	0.0
Number of labor union members ^{*3}	515	496	479	468	479
Labor union membership rate to regular employees (%)	59.0	58.8	57.0	66.6	66.8

*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}

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of management positions	257	261	239	213	220
Male	240	244	222	192	195
Female	17	17	17	21	25
Ratio of female corporate officers ^{*5} to all corporate officers(%)	0.0	10.0	11.1	0.0	10.0
Target Ratio for FY2024: 10.0%					
Ratio of female management positions (%)	6.6	6.5	7.1	9.9	11.4
Target Ratio for FY2024: 15.0%					
Female Management Candidates (%)	13.6	18.1	23.7	20.8	23.0
Target Ratio for FY2024: 30%					

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

^{*5} Corporate officers who concurrently serve as members of the Board of Directors are not included.

The latest ratio of female management positions is 12.4% (as of September 30, 2024)

Diversity & Inclusion^{*1}

	FY2019	FY2020	FY2021	FY2022	FY2023
Annual paid leave utilization rate(%)	73.0	63.0	73.0	70.5	71.7
Number of employees with disabilities ^{*4}	12	12	14	17	17
Ratio of employees with disabilities (%)	1.7	2.0	2.3	2.1	2.5
Number of employees taking child care leave	20	23	21	25	25
Male	9	9	9	19	23
Female	11	14	12	6	2
Rate of employees taking child care leave (%)					
Male	50.0	45.5	45.5	94.7	100.0
Female	100.0	100.0	100.0	100.0	100.0
Number of employees using shorter working hours for childcare	5	3	8	10	10
Male ^{*6}	0	0	0	0	0
Female ^{*6}	5	3	8	10	10
Number of employees using sick/injured child/family care leave system ^{*6}	0	0	1	0	0
Number of employees taking nursing care leave ^{*6}	0	0	0	0	1
Male	0	0	0	0	1
Female	0	0	0	0	0

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

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

^{*6} Total number of employees in fiscal year

Education and Training^{*1}

Education and training structure

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

	FY2021 ^{*7}	FY2022	FY2023
Total hours of training conducted	9,751.5	15,861.6	16,181.1
Hours of training per employee	11.6	19.1	19.3
Training cost per employee ^{*4} (yen)	83,100	92,600	109,300

*1 ASKA Pharmaceutical Co., Ltd.

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

*7 Training hours through E-learning system: aggregated period is 10 months (June 2021 - March 2022)

Education and Training^{*1}

Number of training sessions by training category^{*1}

	FY2021	FY2022	FY2023
Mandatory Group-wide training			
Compliance training			
For implementation within level-specific training and new career professionals training			
Number of times conducted	16	15	22
Duration ^{*8} (hours)	0.9	0.4	0.5
Number of participants ^{*6}	1,061	223	279
Ongoing training through e-learning for all group employees			
Number of times conducted	-	-	9
Duration ^{*8} (hours)	-	-	0.2
Number of participants ^{*6}	-	-	6,649
Sustainability training			
Number of times conducted	4	4	3
Duration ^{*8} (hours)	0.4	0.4	0.4
Number of participants ^{*6}	3,098	3,029	2,630
Training on legal compliance in the pharmaceutical manufacturing and sales industry			
Number of times conducted	1	1	1
Duration ^{*8} (hours)	0.3	0.3	0.3
Number of participants ^{*6}	823	796	822
Training by IT Solution Department			
Number of times conducted	5	4	2
Duration ^{*8} (hours)	0.3	0.4	0.4
Number of participants ^{*6}	1,016	907	840

*1 ASKA Pharmaceutical Co., Ltd.

*6 Total number of people in fiscal year

*8 Duration per training session (average)

Education and Training^{*1}

Number of training sessions by training category

	FY2023	Number of times conducted	Total Attendance	Total Hours
Level-specific training				
Training for newly assigned officers		1	2	40
Training for department directors		1	36	130
Training for section managers		2	160	621
Training for newly appointed executives		2	16	54
Training for newly appointed section chiefs and assistant managers		2	16	51
Special training for newly appointed section chiefs and assistant managers		1	18	230
Elder pre-transition training		1	10	86
New employee follow-up training		1	17	97
Second year training		1	15	85
Third year training		1	11	63
New employee induction training		1	19	1,229
Elective training				
E-learning (Duration is calculated as total amount of hours)		-	651	8,294
Business skills elective training		4	63	284
Career design training				
Career design training (35, 45, 55 years-old)		3	61	256
Life planning seminars		1	29	110
Other trainings				
Elective training		1	15	965
Training for new career professionals		6	24	48
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 FY2024 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"
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	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees injured	5	1	3	3	5
Number of lost time injury incidents	1	1	0	0	0
Lost-time incident rate (employees) (%)	3.8	0.8	2.4	2.0	3.4
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.

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

	FY2019	FY2020	FY2021	FY2022	FY2023
Amount invested in the communities (thousands of yen)	6,000	3,200	10,210	9,230	11,250

Health Management

Health Management^{*1*2}

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

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Targets for FY2025
Physical health							
Periodic health check uptake rate (%)	99	100	100	100	100	100	100
Mental health							
Stress check uptake rate (%)	90	95	100	100	100	100	100
Mental care e-learning enrollment rate (%)	98	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 FY2019-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)

*4 The deviation was calculated based on 81 companies and organizations that have introduced the work engagement survey.

Improvement of Lifestyle Habits^{*1*2}

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Targets for FY2025
Maintaining an appropriate body weight							
Weight Gain of less than 10 kg since the age of	58	57	65	66	65	Under aggregation	70
Exercise							
At least one hour of physical activities per day (%)	41	41	41	41	47	Under aggregation	55
Sleep							
Getting enough rest from sleep (%)	60	72	69	69	68	Under aggregation	75
Meal							
Missing breakfast less than 3 times a week (%)	81	83	79	77	76	Under aggregation	85
Smoking							
No smoking habit (%)	77	79	81	81	82	Under aggregation	85
Drinking alcohol							
Amount of drinking alcohol per occasion is less than 360ml (%)	75	73	81	82	78	Under aggregation	70

*1 FY2019-FY2020: ASKA Pharmaceutical Co., Ltd. FY2021-FY2024: ASKA Pharmaceutical Holdings Group

*2 As of the end of the fiscal year

Governance Data

Corporate Governance

Corporate Governance
Basic Principles

<https://www.aska-pharma-hd.co.jp/english/invest/governance/governance.html>

Corporate Governance Structure*1

Organizational structure

Company with Audit & Supervisory Board Member

	Total	Male	Female
Number of Board Members	9	7	2
Number of the Board of Directors, Outside Directors*2	4	3	1
Number of Audit & Supervisory Board Members	4	3	1
Of which, number of Outside Audit & Supervisory Board Members*3	2	1	1

*1 As of June 25, 2024

*2 Of which, 4 independent Board members

*3 Of which, 2 independent Audit & Supervisory Board members

Board Members and
Corporate Officers

<https://www.aska-pharma-hd.co.jp/english/company/official.html>

Skill Matrix

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

Application of Clawback provisions

Not applicable

Introduction of anti-takeover measures : Yes or No

No

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
Number of Board of Directors meetings held	17	16	15
Attendance rate at Board of Directors meetings (%)	100.0	99.2	98.8
Attendance rate of Board members (%)	100.0	98.6	98.2
Attendance rate of independent Board members (%)	100.0	100.0	100.0
Attendance rate of Audit & Supervisory Board members (%)	100.0	100.0	100.0
Attendance rate of independent Audit & Supervisory Board members (%)	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
Number of Audit & Supervisory Board meetings held	16.00	19	18
Attendance rate of Audit & Supervisory Board meetings (%)	100.00	100.0	97.2
Attendance rate of independent Audit & Supervisory Board meetings (%)	100.00	100.0	100.0

Board of Directors/ Audit & Supervisory Board and Other Committees

Group Nomination Committee

Chairman	Outside Director
Committee members	Total number of committee members:5 (2 in-house Directors, 3 Outside Directors, including chairman)

Group Remuneration Committee

Chairman	Outside Director
Committee members	Total number of committee members:5 (2 in-house Directors, 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#anc12

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)	31(31)	31(31)	-(-)	-(-)	5(5)
Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members)	50(13)	50(13)	-(-)	-(-)	4(2)
Outside Officers	81(44)	81(44)	-(-)	- (-)	9(7)

* 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 ¥285 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 6,500 million yen, net sales of 62,843 million yen, and ROE 13.0 %. 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

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of whistleblower reports	28	14	11	10	6
	FY2019	FY2020	FY2021	FY2022	FY2023
Political contributions (yen)	0	0	0	0	0

* Indirect contributions are 800,000 yen (FY2023)

Corporate Ethics

Total number of employees attending training					
Compliance training	-	234	1,118	223	7,275
Training on Code of Conduct	-	235	1,118	223	4,554
Training on whistle-blower system	-	234	1,113	219	3,691
Training on personal data protection	-	0	0	0	27

Anti-Corruption

Anti-Bribery and Corruption Policy	https://www.aska-pharma-hd.co.jp/english/csr/social/fair_business.html#anc3
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	FY2019	FY2020	FY2021	FY2022	FY2023
Fines, penalties, and settlements for bribery and anti-corruption violations ^{*4} (yen)	0	0	0	0	0
Number of disciplinary dismissals due to bribery and anti-corruption violations ^{*4}	0	0	0	0	0

^{*4} 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#anc16

	FY2019	FY2020	FY2021	FY2022	FY2023
Income taxes paid (millions of yen)	252	861	1,873	1,118	2,316

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>