

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| 6 | Total Water Withdrawn and Total Wastewater in Business Operations | 13 | Environmental Costs |
| 9 | Water Pollution Load in Business Operations | | |

Social Data

| | | | |
|-------------|----------------------------|----|--------------------------------|
| Page | | | |
| 14 | Human Resources Management | 23 | Occupational Safety and Health |
| 14 | Employment | 24 | Human Rights |
| 18 | Diversity & Inclusion | 24 | Charter of Corporate Behavior |
| 20 | Education and Training | 24 | Community |

Health Management

| | | | |
|-------------|-------------------|----|--------------------------------|
| Page | | | |
| 25 | Health Management | 26 | Improvement of Lifestyle Habit |

Governance Data

| | | | |
|-------------|--|----|--------------------------------------|
| Page | | | |
| 27 | Corporate Governance | 31 | Corporate Ethics |
| 27 | Corporate Governance Structure | 32 | Anti-Corruption |
| 28 | Board of Directors/ Audit & Supervisory Board/ Other Committees | 32 | Tax |
| 30 | Compensation for Members of the Board of Directors and Audit & Supervisory Board Members | 32 | 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 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 m ³) | 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) |
|--|

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 | 4.8 |
| Rate of male employee turnover to all employees (including retirees) | 4.5 | 6.8 | 7.5 | 3.5 | 4.7 |
| Rate of female employee turnover to all employees (including retirees) | 3.2 | 4.3 | 7.1 | 4.0 | 5.0 |
| Rate of total employee turnover to regular employees (including retirees) | 3.2 | 4.1 | 3.3 | 2.4 | 3.4 |
| Rate of male employee turnover to regular employees (including retirees) | 3.5 | 4.0 | 3.2 | 2.6 | 2.8 |
| Rate of female employee turnover to regular employees (including retirees) | 2.4 | 4.2 | 3.4 | 1.8 | 4.6 |
| 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 |

*1 ASKA Pharmaceutical Co., Ltd.

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

The rate of total employee turnover to all employees (including retirees) has been revised in previous years due to a reconfirmation of the calculation method. (April 2026)

Employment^{*1}

| | FY2020 | FY2021 | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|--------|-------------|
| 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#anc5.1

| | 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 | | | | |
| 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 | | | | |
| 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} | | | | |
| 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} | | | | |
| 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} | | | | |
| 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 |
|-------------------------------|---|

Community

| | |
|--|---|
| CSR guiding principles | https://www.aska-pharma-hd.co.jp/english/csr/sustainability/basic_policy.html#anc1 |
| 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 | 64 | 70 |
| Exercise | | | | | | |
| At least one hour of physical activities per day (%) | 41 | 41 | 41 | 47 | 47 | 55 |
| Sleep | | | | | | |
| Getting enough rest from sleep (%) | 72 | 69 | 69 | 68 | 67 | 75 |
| Meal | | | | | | |
| Missing breakfast less than 3 times a week (%) | 83 | 79 | 77 | 76 | 74 | 85 |
| Smoking | | | | | | |
| No smoking habit (%) | 79 | 81 | 81 | 82 | 82 | 85 |
| Drinking alcohol | | | | | | |
| Amount of drinking alcohol per occasion is less than 360ml (%) | 73 | 81 | 82 | 78 | 71 | 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/basic_policy.html#anc1

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>

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

Application of Clawback provisions **Not applicable**

Board of Directors/ Audit & Supervisory Board and Other Committees

Chairman of the Board of Directors **President**

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#anc3.1

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#anc6

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#anc5 |
| Information Security Policy | https://www.aska-pharma-hd.co.jp/english/invest/governance/compliance.html#anc6 |
| Political Contributions | ASKA Pharmaceutical Holdings Group prohibits illegal political contributions and other corrupt activities. https://www.aska-pharma-hd.co.jp/english/invest/governance/compliance.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/invest/governance/compliance.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>