

Contents

Environmental Data

Page

2	Environmental Management	8	Amount of Waste from Business Activities
2	Numerical Environmental Targets	9	Amount of Raw Materials and Containers/Packaging Used in Business Operations
3	Energy Inputs and CO ₂ Emissions in Business Operations	10	Chemical Substance Management
4	Total Water Use and Total Wastewater in Business Operations	12	Number of PCBs properly managed and stored
7	Water Pollution Load in Business Operations	12	Environmental Costs

Social Data

Page

13	Human Resources Management	20	Employee Engagement
13	Employment	21	Occupational Safety and Health
16	Diversity & Inclusion	21	Human Rights
17	Education and Training	21	Charter of Corporate Behavior
20	Health Management	22	Community

Governance Data

Page

23	Corporate Governance	28	Anti-Corruption
23	Corporate Governance Structure	29	Tax
24	Board of Directors/Audit & Supervisory Board/Other Committees	29	Main Member Organizations
	Compensation for Members of the Board of Directors and Audit & Supervisory		
26	Board Members	29	Initiatives
27	Corporate Ethics		

Environmental Data

Environmental Management

Environmental Management
 /Basic Environmental Philosophy <https://www.aska-pharma-hd.co.jp/english/csr/environment/>

	FY2018	FY2019	FY2020	FY2021	FY2022
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 (t-CO ₂)	▶	FY2030 Reduce 46%	9,572 (t-CO ₂)

Energy Inputs and CO₂ Emissions in Business Operations

		FY2018	FY2019	FY2020	FY2021	FY2022
Total energy consumptions (GJ)		236,504	253,941	261,894	248,641	237,470
Electricity	(thousand kWh)	13,480	12,718	11,646	11,325	10,702
	(GJ)	129,708	123,129	108,436	104,892	103,412
Fuel/ heat	Petroleum (kerosene, diesel oil, heavy oil, gasoline, etc.) (kl)	82	31	0	0	0
	(GJ)	3,011	1,114	27	4	4
	LPG (t)	9	9	5	6	6
	(GJ)	457	442	254	305	290
	City gas (thousand m ³)	2,292	2,866	3,398	3,183	2,969
	(GJ)	103,127	128,975	152,908	143,217	133,601
Water usage and others (GJ)		201	280	270	224	162
Solar power generation (thousand kWh)		75	91	81	102	101
Total CO ₂ emissions (t-CO ₂)		12,203	12,953	13,215	12,251	10,780
Comparison in FY2013 (%) (for base year)		68.8	73.1	74.6	69.1	60.9
CO ₂ emissions (SCOPE1) (t-CO ₂)		-	-	7,443	7,209	6,687
CO ₂ emissions (SCOPE2) (t-CO ₂)		-	-	5,771	5,042	4,093
Emissions by business site (t-CO ₂)						
Iwaki Factory		9,058	10,133	10,308	9,602	9,287
Shonan Research Center and the former Kawasaki business site		2,398	2,160	2,280	1,992	851
Head Office		564	504	486	504	511
Sales Offices		183	155	140	152	138

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.

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

	FY2018	FY2019	FY2020	FY2021	FY2022
Total water use(thousand m ³)	272.66	309.10	186.50	150.04	139.12
Amount of water use by business site (thousand m ³)					
Iwaki Factory	233.81	253.53	159.04	135.19	124.77
Shonan Research Center and the former Kawasaki business site	38.85	55.58	27.46	14.85	14.35
Total amount of water used by local municipalities (tap water) (thousand m ³)	57.51	58.06	21.17	19.56	19.26
Amount of water use by business site (thousand m ³)					
Iwaki Factory	47.38	50.72	4.81	4.71	4.91
Shonan Research Center and the former Kawasaki business site	10.13	7.34	16.36	14.85	14.35
Total amount of water used by local municipalities (Industrial water) (thousand m ³)	215.15	251.05	165.33	130.48	119.86
Amount of water use by business site (thousand m ³)					
Iwaki Factory	186.43	202.81	154.23	130.48	119.86
Shonan Research Center and the former Kawasaki business site	28.72	48.24	11.10	0.00	0.00
Total amount of surface water used by rivers, lakes, natural ponds, etc. (thousand m ³)	0.00	0.00	0.00	0.00	0.00
Amount of water 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 up to FY2018-2019 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.

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

Total Water Use and Total Wastewater in Business Operations^{*1*3}

	FY2018	FY2019	FY2020	FY2021	FY2022
Total groundwater use 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 use 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 use (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 use (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 use (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 use in water stressed areas ^{*2} (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 use (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 Use and Total Wastewater in Business Operations^{*1}

	FY2018	FY2019	FY2020	FY2021	FY2022
Total wastewater (thousand m ³)	97.32	97.32	78.97	55.00	44.07
Amount of wastewater by business site (thousand m ³)					
Iwaki Factory	97.32	97.32	69.15	45.77	35.14
Shonan Research Center and the former Kawasaki business site	-	-	9.82	9.23	8.92
Total wastewater discharged to the sea (thousand m ³)	97.32	97.32	69.15	45.77	35.14
Amount of wastewater discharged by business site (thousand m ³)					
Iwaki Factory	97.32	97.32	69.15	45.77	35.14
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	0.00	9.82	9.23	8.92
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
Total wastewater discharge in water-stressed areas ^{*2} (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

Note: 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. (as of February 2024)

Water Pollution Load in Business Operations^{*4}

	FY2018	FY2019	FY2020	FY2021	FY2022
Biochemical Oxygen Demand (BOD) (kg)	264	182	127	92	50
Chemical Oxygen Demand (COD) (kg)	601	353	255	150	111

^{*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 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}

	FY2018	FY2019	FY2020	FY2021	FY2022
Total amount of waste generated (t)	238.6	292.7	143.7	174.4	192.8
Amount generated by business site (t)					
Iwaki Factory	106.7	129.0	128.0	153.0	167.0
Shonan Research Center and the former Kawasaki business site	131.9	163.7	15.7	21.4	25.8
Amount of recycled resources (t)	153.0	188.5	94.4	101.2	111.3
Rate of recycled resources (Recycle rate: %)	64.1	64.4	65.7	58.0	57.7
Amount of recycled resources by business site (t)					
Iwaki Factory	75.4	77.0	86.0	89.0	98.0
Shonan Research Center and the former Kawasaki business site	77.6	111.5	8.4	12.2	13.3
Amount of waste transported to landfill (t)	34.3	54.5	42.5	64.6	70.0
Rate of waste transported to landfill (%)	14.4	18.6	29.6	37.0	36.3
Amount of recycled resources by business site (t)					
Iwaki Factory	32.5	52.0	42.0	64.0	69.0
Shonan Research Center and the former Kawasaki business site	1.8	2.5	0.5	0.6	1.0
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}

	FY2018	FY2019	FY2020	FY2021	FY2022
Amount of raw materials used (t)	255.0	259.0	247.0	283.0	264.3
Amount of containers/packages used (t)	274.9	239.2	293.5	307.4	252.5
Glass (colorless)	1,295	610	214	161	93
Glass (blown)	182	142	22	88	84
Glass (other colors)	0	0	0	0	0
Plastic bottle	0	0	0	0	0
Paper containers/packages	113,699	99,232	118,032	102,433	87,546
Plastic containers/packages	159,712	138,448	154,014	204,723	164,760
Obligatory recycling amount (kg)					
Glass (colorless)	1,134	268	167	71	52
Glass (blown)	52	56	47	8	34
Glass (other colors)	0	0	0	0	0
Plastic bottle	0	0	0	0	0
Paper containers/packages	2,632	2,993	2,587	2,856	1,737
Plastic containers/packages	30,373	30,575	30,096	38,353	61,663
Commissioning fee paid for recycling (thousands of yen)	1,435	1,539	1,578	2,073	3,617

^{*4} Factory

Chemical Substance Management^{*1}

Chemical Substances Discharged in Business Operations

	FY2018	FY2019	FY2020	FY2021	FY2022
NOx (kg)	1,732	1,547	1,486	1,456	1,483
Emissions by business site (kg)					
Iwaki Factory	1,531	1,374	976	925	1,002
Shonan Research Center and the former Kawasaki business site	201	173	510	531	481
SOx (kg)	0	0	0.090	0.103	0.100
Emissions by business site (kg)					
Iwaki Factory	0	0	0	0	0
Shonan Research Center and the former Kawasaki business site	0	0	0.090	0.103	0.100

^{*1} Factory and Research Center

Chemical Substance Management^{*1}

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

		FY2021	FY2022
Handled amount	Acetonitrile	1,162.4	1,714.2
	xylene	17.0	0.8
	chloroform	633.0	134.4
	1,2-dichloroethane	1.6	0.2
	Dichloromethane	1,023.5	1,006.0
	N, N-Dimethylformamide	12.7	7.4
	toluene	11.0	7.8
	formaldehyde	15.1	4.5
	N-hexane	406.5	356.80
	Emissions	Acetonitrile	1,162.4
xylene		17.0	0.0
chloroform		633.0	0.0
1,2-dichloroethane		1.6	0.0
Dichloromethane		1,023.5	500.0
N, N-Dimethylformamide		12.7	0.0
toluene		11.0	0.0
formaldehyde		15.1	0.0
N-hexane		406.5	0.00
Transported amount		Acetonitrile	1,162.4
	xylene	17.0	0.8
	chloroform	633.0	134.4
	1,2-dichloroethane	1.6	0.2
	Dichloromethane	1,023.5	506.0
	N, N-Dimethylformamide	12.7	7.4
	toluene	11.0	7.8
	formaldehyde	15.1	4.5
	N-hexane	406.5	356.8

*1 Factory and Research Center

Number of PCBs properly managed and stored (units)

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

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees ^{*2}	895	873	844	840	829
Male	648	626	596	585	556
Female	247	247	248	255	273
Ratio of female employees ^{*2} (%)	27.6	28.3	29.4	30.4	32.9
Average years of service ^{*3}	18.9	18.8	19.2	19.5	18.9
Male	19.2	19.3	19.6	20.9	19.6
Female	18.0	17.6	18.1	18.3	17.1
Average age ^{*3}	43.3	43.5	43.9	44.2	43.8
Male	44.1	44.4	44.9	45.3	44.9
Female	40.8	40.9	41.4	41.7	41.0

*1 ASKA Pharmaceutical Co., Ltd.

*2 As of the end of the fiscal year

*3 Regular employees

Employment^{*1}

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees by age ^{*3} (under 30)	115	113	98	100	91
Number of employees by age ^{*3} (30 to 50)	397	376	363	344	343
Number of employees by age ^{*3} (50+)	273	283	296	294	269
Average annual salary ^{*4} (ten thousands of yen)	794	760	751	780	783
Average annual salary ratio of male to female employees ^{*4} (male: female)	100:68	100:68	100:70	100:70	100 : 66
Rate of new graduate hires to all employees (%)	2.1	2.3	1.7	1.3	1.9
Number of new graduate hires	19	20	14	11	16
Male	11	11	6	5	9
Female	8	9	8	6	7
Rate of mid-career professionals to all employees (%)	0.6	1.3	0.6	0.2	2.3
Number of mid-career professionals	5	15	5	2	19
Male	2	13	5	1	10
Female	3	2	0	1	9
Rate of foreign hires to annual hires (%)	0.0	2.6	10.0	3.7	1.7
Number of foreign hires	0	1	2	1	1
Male	0	1	2	1	0
Female	0	0	0	0	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}

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of total turnover (including retirement) ^{*4}	38	61	39	51	64
Rate of total employee turnover to all employees (including retirees)	4.2	7	4.6	6.1	7.7
Number of employees taking voluntary resignation ^{*4}	23	40	16	14	29
Percentage of voluntary resignations to all employees(%)	2.6	4.6	1.9	1.7	3.5
Number of new graduates resigning within the first 3 years	0	0	0	0	1
Number of non-regular employees ^{*4}	105	101	87	102	126
Rate of non-regular employees (%)	11.7	11.6	10.3	12.1	17.9
Ratio of temporary employees to all employees (%)					
Number of labor union members ^{*3}	529	515	496	479	468
Labor union membership rate to regular employees (%)	59.1	59.0	58.8	57.0	66.6

*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}

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of management positions	257	257	261	239	213
Male	241	240	244	222	192
Female	16	17	17	17	21
Ratio of female corporate officers ^{*5} to all corporate officers(%)	0.0	0.0	10.0	11.1	0.0
Ratio of female management positions (%)	6.2	6.6	6.5	7.1	9.9
Female Management Candidates (%)	13.6	13.6	18.1	23.7	20.8
Number of employees with disabilities	12	12	12	14	17
Ratio of employees with disabilities ^{*4} (%)	1.5	1.7	2.0	2.3	2.1
Number of employees taking child care leave	29	20	23	21	25
Male	17	9	9	9	19
Female	12	11	14	12	6
Rate of employees taking child care leave (%)					
Male	40.9	50.0	45.5	45.5	94.7
Female	100.0	100.0	100.0	100.0	100.0
Number of employees using shorter working hours for childcare	8	5	3	8	10
Male ^{*6}	0	0	0	0	0
Female ^{*6}	8	5	3	8	10
Number of employees using sick/injured child/family care leave system ^{*6}	0	0	0	1	0

*1 ASKA Pharmaceutical Co., Ltd.

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

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

*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
Total hours of training conducted	9,751.5	15,861.6
Hours of training per employee	11.6	19.1
Number of days of training per employee	1.5	2.5
Training cost per employee (yen)	83,100	92,600

*1 ASKA Pharmaceutical Co., Ltd.

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

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

		FY2021	FY2022
Mandatory Group-wide training			
Compliance training (Excluding those conducted within level-specific training)	Number of times conducted	16	15
	Duration ^{*8} (hours)	0.9	0.4
	Number of participants ^{*6}	1,061	223
Sustainability training	Number of times conducted	4	4
	Duration ^{*8} (hours)	0.4	0.4
	Number of participants ^{*6}	3,098	3,029

*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

	FY2022	Number of times conducted	Duration ^{*8} (hours)	Number of participants
Level-specific training		2	18.2	2
Training for newly assigned officers		1	4.0	35
Training for department directors		1	4.0	83
Training for section managers		2	3.9	16
Training for newly appointed executives		2	3.7	14
Training for newly appointed section chiefs and assistant managers		1	12.8	19
Special training for newly appointed section chiefs and assistant managers		1	8.6	14
New employee follow-up training		1	11.8	16
Second year training		1	11.6	11
Third year training		1	11.6	12
New employee induction training		1	66.8	16
Elective training			(Total)	
E-learning (Duration is calculated as total amount of hours)		-	8,782.6	644
Business skills elective training		4	4.5	77
Career design training				
Career design training (35, 45, 55 years-old)		3	4.2	114
Life planning seminars		1	3.8	24
Other trainings				
Training for new career professionals		5	2.0	20
Other trainings, Selective training (Correspondence courses, External training course), and Division-specific training are uncounted		-	-	-

*1 ASKA Pharmaceutical Co., Ltd.

*8 Duration per training session (average)

Education and Training^{*1}

Learning areas through E-learning

	FY2022
Business skills	51.1%
Leadership/ Management	31.5%
Sales/ marketing skills	4.6%
Financial accounting	4.4%
Workplace and Human Resources	4.1%
Marketing	3.8%
Project Management and Operations	1.5%
Business Operation	1.2%
Technology skills	35.0%
Work Productivity	25.0%
Data science	5.0%
IT Operation	3.6%
Design	0.6%
Cyber Security	0.4%
Development	0.3%
Cloud computing	0.0%
Self-development	13.9%
Language	12.4%
Self-development	1.5%
Others	0.0%

*1 ASKA Pharmaceutical Co., Ltd.

Health Management

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

	FY2018	FY2019	FY2020	FY2021	FY2022
Percentage of employees receiving health checkups (%)					
ASKA Pharmaceutical Holdings Group	-	-	-	100.0	100.0
ASKA Pharmaceutical Co., Ltd.	100.0	99.0	100.0	100.0	100.0
Percentage of employees receiving stress checks (%)					
ASKA Pharmaceutical Holdings Group	-	-	-	100.0	100.0
ASKA Pharmaceutical Co., Ltd.	89.0	90.0	95.0	100.0	100.0
Annual paid leave utilization rate ^{*1} (%)	65.0	73.0	63.0	73.0	70.5
Percentage of smokers ^{*1} (%)	23.0	23.0	21.0	19.0	Aggregating

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

Employee Engagement

	FY2018	FY2019	FY2020	FY2021	FY2022
Mental toughness (deviation)					
ASKA Pharmaceutical Holdings Group	-	-	-	53.4	53.4
ASKA Pharmaceutical Co., Ltd.	-	-	53.4	53.4	53.4
Work engagement (deviation)					
ASKA Pharmaceutical Holdings Group	-	-	-	53.7	53.7
Male	-	-	-	54.6	55.0
Female	-	-	-	51.3	50.8
ASKA Pharmaceutical Co., Ltd.	-	-	53.6	53.7	53.7
Male	-	-	-	54.5	55.0
Female	-	-	-	51.5	50.8

^{*9} Mental toughness - 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)

^{*10} Work engagement - The deviation was calculated based on 81 companies and organizations that have introduced the work engagement survey.

Occupational Safety and Health^{*1}

ASKA Pharmaceutical
 FY2022 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"

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees injured	4	5	1	3	3
Number of lost time injury incidents	3	1	1	0	0
Lost-time incident rate (employees) (%)	3.0	3.8	0.8	2.4	2.0
Number of fatalities in work-related accidents	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>

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

	FY2018	FY2019	FY2020	FY2021	FY2022
Amount invested in the communities (millions of yen)	6.200	6.000	3.200	10.210	9.230

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	8	7	1
Number of the Board of Directors, Outside Directors ^{*2}	3	3	0
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 27, 2023

^{*2} Of which, 3 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
------------------------------------	------------------

Details of Board of Directors meetings held

	FY2021	FY2022
Number of Board of Directors meetings held	17	16
Attendance rate at Board of Directors meetings (%)	100.0	99.2
Attendance rate of Board members (%)	100.0	98.6
Attendance rate of independent Board members (%)	100.0	100.0
Attendance rate of Audit & Supervisory Board members (%)	100.0	100.0
Attendance rate of independent Audit & Supervisory Board members (%)	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
Number of Audit & Supervisory Board meetings held	16	19
Attendance rate of Audit & Supervisory Board meetings (%)	100.0	100.0
Attendance rate of independent Audit & Supervisory Board meetings (%)	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, 1 Outside Directors, 2 Outside Audit & Supervisory Board Members, including chairman)

Group Remuneration Committee

Chairman	Outside Director
Committee members	Total number of committee members:5 (2 in-house Directors, 1 Outside Directors, 2 Outside Audit & Supervisory Board Members, 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)	-	-	-	-	-
Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members)	37	37	-	-	2
Outside Officers	44	44	-	-	5

* 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 ¥282 million.

* The performance index for performance-based remuneration, etc. is operating profit, which was ¥5,108 million for FY2022. This index was chosen because it is an important indicator of achievement of management goals. 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

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of whistleblower reports	26	28	14	11	10
	FY2018	FY2019	FY2020	FY2021	FY2022
Political contributions (yen)	0	0	0	0	0

Corporate Ethics

	FY2018	FY2019	FY2020	FY2021	FY2022
Total number of employees attending training					
Compliance training	-	-	234	1,118	223
Training on Code of Conduct	-	-	235	1,118	223
Training on whistle-blower system	-	-	234	1,113	219
Training on personal data protection	-	-	0	0	0

Anti-Corruption

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

	FY2018	FY2019	FY2020	FY2021	FY2022
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 FY2022. In addition, no disciplinary actions resulted from violations of the Act.

Tax

Tax Policy https://www.aska-pharma-hd.co.jp/english/invest/governance/basic_policy.html#anc16

	FY2018	FY2019	FY2020	FY2021	FY2022
Income taxes paid (millions of yen)	138	252	861	1,873	1,118

Main Member Organizations

KEIDANREN (Japan Business Federation)
 Japan Pharmaceutical Manufacturers Association (JPMA)
 The Fair Trade Council of the Ethical Pharmaceutical Drugs Marketing Industry
 The Pharmaceutical Manufacturers' Association of Tokyo
 Japan Veterinary Products Association (JVPA)
 The Japanese Association of Swine Veterinarians
 Japan Scientific Feeds Association

Initiative

United Nations Global Compact

Global Compact Network Japan

ASKA Pharmaceutical Holdings has signed the "United Nations Global Compact" advocated by the United Nations. The Company was registered as a participating company as of January 18, 2022. We support the Ten Principles, which relate to the protection of human rights, the elimination of unfair labor practices, environmental responsibility, and anti-corruption. We will continue to contribute to the realization of a sustainable society by supporting and striving to realize these principles.