SANTEN PHARMACEUTICAL CO., LTD.

Environmental and Social Data

Year Ended March 31, 2022

(Independent Assurance)

The performance indicators denoted with ✔ in FY2021 (Scope 1, Scope 2, and Scope 3 Category 2 and Category 3 of environmental data, Number of employees by gender and hierarchy, Average annual salary by gender and rank, Number of work-related fatalities (Japan), and Occupational illness frequency rate (Japan)) are assured by a third party to improve reliability.

Independent Assurance Report is posted on P16.

＜Environmental Data＞

Measures against Climate Change

Greenhouse gas (CO_2) emissions trend by scope

＜Scope1 and 2＞

(Unit: t-CO_2)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Santen Group＊1	33,371	34,160	34,767	34,025	**30,012**	-11.8
Scope1	16,811	17,018	15,296	14,860	✔**14,820**	-0.3
Scope2 (Market-based)	—	—	19,471	19,165	✔**15,192**	-20.7
Scope2 (Location- based)	16,560	17,142	20,187	19,566	✔**18,525**	-5.3
CO_2 emissions per unit of revenue＊2 [t-CO_2/billion yen]	148	146	144	136	113	-16.9

With the setting of the 2030 target, the boundary and CO_2 conversion factors have been revised to the SBT standard and retroactively revised from FY2019 onward.
＊1 Total value of Scope 1 + Scope 2 (Market-based) from FY2019.
＊2 From FY2019 onward, CO_2 emissions per unit of revenue is calculated as the total of Scope 1 + Scope 2 (Market-based).

(Unit: t-CO_2)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Shimoshinjo Office	244	208	182	150	149	-0.5
Scope1	—	—	0	0	0	—
Scope2 (Market-based)	—	—	182	150	149	-0.5
Scope2 (Location- based)	—	—	251	210	184	-12.3
Noto Plant	10,985	11,072	14,764	14,919	11,278	-24.4
Scope1	—	—	5,744	5,960	5,444	-8.6
Scope2 (Market-based)	—	—	9,021	8,960	5,834	-34.9
Scope2 (Location- based)	—	—	7,908	7,566	7,087	-6.3
Shiga Product Supply Center	6,802	6,860	6,386	6,297	5,775	-8.3
Scope1	—	—	3,388	3,478	3,420	-1.7
Scope2 (Market-based)	—	—	2,998	2,818	2,355	-16.4
Scope2 (Location- based)	—	—	4,146	3,944	3,771	-4.4
Nara Research and Development Center	4,151	4,112	4,216	4,026	4,070	1.1
Scope1	—	—	2,624	2,499	2,672	6.9
Scope2 (Market-based)	—	—	1,592	1,527	1,398	-8.5
Scope2 (Location- based)	—	—	2,203	2,137	2,027	-5.1
Branch and Sales offices and others	2,685	2,552	2,613	1,948	2,131	9.4
Scope1	—	—	2,028	1,441	1,676	16.3
Scope2 (Market-based)	—	—	585	507	455	-10.3
Scope2 (Location- based)	—	—	585	507	455	-10.3
Suzhou Plant	6,830	7,747	6,606	6,685	6,609	-1.1
Scope1	—	—	1,513	1,482	1,608	8.5
Scope2 (Market-based)	—	—	5,093	5,202	5,000	-3.9
Scope2 (Location- based)	—	—	5,093	5,202	5,000	-3.9

With the setting of the 2030 target, the boundary and CO_2 conversion factors have been revised to the SBT standard and retroactively revised from FY2019 onward.
In addition, data for Scope 1 and 2 are also listed from FY2019.

＜Scope3＞

(Unit: t-CO_2)

Category	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
1：Purchased goods and services	137,102	142,215	147,531	160,113	165,569	3.4
2：Capital goods	11,275	15,480	16,480	11,712	✔**49,077**	319.0
3：Fuel and energy related activities not included in Scope1 and Scope2	1,098	1,099	2,211	2,189	✔**2,119**	-3.2
4：Transportation and distribution (Upstream)	708	630	763	565	517	-8.5
5：Waste generated in operation	410	440	489	446	316	-29.1
6：Business travel	2,894	2,763	2,041	339	609	79.5
7：Employee commuting	1,444	1,633	1,485	1,247	830	-33.4
12：End-of-life treatment of sold products	225	223	207	208	220	5.6
Total	155,156	164,483	171,207	176,819	219,256	24.0
CO_2 emissions per unit of revenue [t-CO_2/billion yen]	903	933	938	950	1,149	20.9

Categories 8, 10, 11, 13-15, which are not applicable to our business activities, and Category 9, which is difficult to calculate at this time, are excluded from the list.

Greenhouse gas (CO_2) emissions reporting boundary

- Scopes 1 and 2: All of the facilities and sales offices in Japan, and major production facility in other countries (Suzhou Plant in China)
- Scope 3 Category 2: The consolidated companies of the Santen Group
- Scope 3 Category 3: All of the facilities and sales offices of the Santen Group in Japan

Greenhouse gas (CO_2) emissions calculation standards

Scope1	CO_2 emissions associated with fuel use ＜Calculation method＞Calculated based on fuel consumption x heating value per unit x fuel CO_2 emission factor ＜Emission factor＞Emission factor based on "GHG Emissions Accounting, Reporting, and Disclosure System" (Ministry of the Environment)
Scope2	CO_2 emissions from the purchase of electricity and heat ＜Calculation method＞Calculated based on electricity consumption x electricity CO_2 emission factor + heat usage x heat CO_2 emission factor. ＜Emission factor＞ (Japan) Electricity & Heat: Emission factor based on "GHG Emissions Accounting, Reporting, and Disclosure System" (Ministry of the Environment) (China) Electricity: Emission factor of "2022 Corporate Greenhouse Gas Emission Notification Management Relations Priority Work Notification" (China Environmental Environment Department)
Scope3	CO_2 emissions through the supply chain ＜Calculation method＞Calculated by the method of receiving emission volumes from suppliers. Or, calculated by multiplying the amount of activity in each category collected by the company by the emissions intensity based on the "Emissions intensity database for calculating greenhouse gas emissions of organizations through the supply chain (ver. 3.2)" (Ministry of the Environment, Ministry of Economy, Trade and Industry) ＜Emission factor＞ • Category 1: Emissions associated with the purchase of raw materials / materials [5] Input-output table-based emission intensity • Category 2: Emissions associated with the acquisition of property, plant and equipment [6] Emission intensity per price of capital goods <Secretariat> 06-0260, Emission intensity of pharmaceutical products • Category 3: Emissions associated with the procurement of fuel required to generate electricity for purchased electricity [7] Electricity emission intensity of "Emission intensity per electricity / heat consumption" • Category 4: Obtain the result calculated by the fuel consumption method or the improved ton-kilo method from the transportation distance from our factory and distribution center to the delivery destination (pharmaceutical wholesale) from the contractor. • Category 5: Emissions associated with the disposal of discharged industrial waste [8] Emission intensity by waste type / treatment method, Emission intensity by waste type <Secretariat> • Category 6: Emissions associated with employee business trips, etc. [11] Emissions per unit of transportation expenses <Secretariat>, and [12] Emissions per number of nights <Secretariat>, Emission intensity • Category 7: Emissions associated with employee commuting [11] Emissions per unit of transportation expenses <Secretariat>, Emissions and emissions associated with the use of gasoline for commuting by car • Category 12: Emissions due to obligation to re-commercialize under the Containers and Packaging Recycling Law [9] Emission intensity by waste type <Secretariat>, Applicable emission intensity such as waste brass and waste paper

Energy usage trend

(Unit: GJ)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Energy usage*1·2	656,715	668,462	651,669	610,368	635,562	4.1
Energy usage per unit of revenue*1 [GJ/billion yen]	2,919	2,856	2,698	2,445	2,387	-2.4

*1 In order to improve data accuracy, energy usage and energy usage per unit of revenue are retroactively revised from FY2019 onward.
*2 Energy for gasoline from commercial vehicles added since FY2021.

(Unit: GJ)

Operational site	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Shimoshinjo Office	7,122	6,085	5,333	4,624	4,171	-9.8
Noto Plant	238,837	241,750	248,878	250,863	237,273	-5.4
Shiga Product Supply Center	158,305	159,485	153,698	154,389	151,794	-1.7
Nara Research and Development Center	96,359	95,572	97,865	95,696	98,028	2.4
Branch and Sales offices and others*	8,522	3,954	4,050	3,099	35,380	1,041.8
Suzhou Plant (China)	97,256	111,632	106,503	101,698	108,916	7.1
Tampere Plant (Finland)	50,314	49,984	35,342	—	—	—
Total	656,715	668,462	651,669	610,368	635,562	4.1

* Energy for gasoline from commercial vehicles added since FY2021.

Renewable energy trend

(Unit: MWh)

Type	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Solar energy generation *1	13	11	12	12	12	-5.5
Purchased renewable energy *2	554	581	1,591	—	6,547	—
Total	567	592	1,603	12	6,559	54,558.4

*1 Generated by solar energy equipment installed in Nara Research and Development Center. Not included in energy consumption.
*2 Purchased from energy companies and included in energy consumption.

Environmental Load Reduction

Waste reduction and recycling trend

(Unit: tons)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Total waste recycled/ reused	2,814	2,888	3,065	2,951	2,662	-9.8
Total waste disposed	2,910	3,178	3,201	2,985	2,702	-9.5
Waste landfilled	62	254	107	9.5	14	45.0
Waste incinerated with energy recovery	585	890	743	772	637	-17.6
Waste incinerated without energy recovery	0	0	0	0	22	—
Waste otherwise disposed	1,945	1,799	2,245	2,161	2,074	-4.0
Recycling rate	96.7%	90.9%	95.8%	98.9%	98.5%	-0.4ppt
Waste disposal per unit of revenue [t/billion yen]	12.9	13.6	13.3	12.0	10.1	-15.2

(Unit: tons)

Operational site		FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Noto Plant	Emissions	1,686	1,793	1,865	1,716	1,649	-3.9
	Recycled resources	1,686	1,793	1,865	1,716	1,649	-3.9
	Final disposal	0.1	0.1	0.1	0.1	0.1	40.0
Shiga Product Supply Center	Emissions	711	671	743	837	668	-20.3
	Recycled resources	711	671	743	837	668	-20.3
	Final disposal	0.0	0.0	0.0	0.0	0.0	—
Nara Research and Development Center	Emissions	53	73	80	54	63	16.8
	Recycled resources	51	72	78	52	61	16.7
	Final disposal	0.1	0.1	0.1	0.1	0.1	20.0
Suzhou Plant (China)*1	Emissions	117	148	179	248	153	-38.2
	Recycled resources	57	54	75	220	118	-46.3
	Final disposal	60	94	104	9.2	13	46.4
Branch and Sales offices and others *2	Emissions	83	231	99	130	169	30.1
	Recycled resources	78	62	90	126	166	32.2
	Final disposal	0.2	159.4	0.2	0.2	0.1	-15.4

*1 Due to setting the long-term target, we confirmed the treatment status of the waste disposal contractor at the Suzhou Plant and reviewed the aggregation method from FY2020.

*2 Waste emissions from Branch and Sales offices and others increased temporarily due to the disposal of residual equipment, etc. associated with the sale of the former head office and the Osaka factory in FY2018.

Hazardous Waste

We have defined as “Hazardous Wastes,” according to the laws and regulations of each country, substances that fall under specially controlled industrial waste as stipulated in the "Waste Disposal and Public Cleansing Act" in Japan, and substances to be treated as dangerous waste in China. We started collecting data from FY2020.

(Unit: tons)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Japan (Specially controlled industrial waste emissions)	—	—	—	13	20	56.9
Total hazardous waste recycled/ reused	—	—	—	—	20	—
Hazardous waste landfilled	—	—	—	—	0	—
Hazardous waste incinerated with energy recovery	—	—	—	—	20	—
Hazardous waste otherwise disposed	—	—	—	—	0	—
Hazardous waste otherwise disposed	—	—	—	—	0	—
China (hazardous waste)	—	—	—	152	70	-54.1
Total hazardous waste recycled/ reused	—	—	—	—	44	—
Hazardous waste landfilled	—	—	—	—	4	—
Hazardous waste incinerated with energy recovery	—	—	—	—	44	—
Hazardous waste otherwise disposed	—	—	—	—	22	—
Hazardous waste otherwise disposed	—	—	—	—	0	—
Total	—	—	—	164	89	-45.6
Hazardous waste disposal per unit of revenue [t/billion yen]	—	—	—	0.7	0.3	-49.1

Air pollutants emissions trend

＜Santen Group＞ (Unit: tons)

Substance	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
SOx (sulfur oxides)*1,2	6.1	2.2	1.8	1.3	1.5	15.9
NOx (nitrogen oxides) *1,2	8.3	4.0	3.9	4.4	4.2	-5.4
VOC (volatile organic compounds) *2	36	41	46	42	45	8.3

＊1 Emissions are estimated based on results from regular examinations.
＊2 The Suzhou Plant in China is excluded until FY2019.

Water pollutants emissions trend

＜Santen Group＞ (Unit: tons)

Substance	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
BOD (biochemical oxygen demand)*1,2	4.5	8.7	8.8	4.8	3.4	-28.5
COD (chemical oxygen demand) *1,2	4.8	7.5	7.1	4.5	4.8	8.2

＊1 Emissions are estimated based on results from regular examinations.
＊2 The Suzhou Plant in China is excluded until FY2019.

PCB storage

We have no PCB-containing equipment at our business sites.
In March 2017, through a nationally designated service provider, we completed the appropriate disposal of the three PCB-containing fluorescent light ballasts that had been stored at our former Osaka Plant by rendering them harmless.

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Polychlorinated biphenyl holdings［kg］	0	0	0	0	0	—

Water usage trend

＜Santen Group＞ (Unit: thousand m^3)

		FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Water usage Total	Usage	545	559	588	542	521	-3.8
Water usage per unit of revenue [thousand m^3/billion yen]	Usage	2.42	2.39	2.43	2.17	1.96	-9.8
Water usage per Production quantity [m^3/10,000 units]	Usage	—	—	12.4	12.1	13.4	9.9

＜Operational site＞ (Unit: thousand m^3)

Operational site		FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Noto Plant	Usage	300	294	343	332	313	-5.7
	Discharge	291	286	296	281	268	-4.3
Shiga Product Supply Center	Usage	115	107	93	111	99	-10.8
	Discharge	91	93	93	92	92	0.5
Nara Research and Development Center	Usage	46	55	52	44	45	4.0
	Discharge	35	43	38	31	32	3.0
Branch and Sales offices and others	Usage	4.2	3.9	2.9	2.1	1.7	-19.1
	Discharge	4.2	3.9	2.9	2.1	1.6	-25.3
Suzhou Plant (China)	Usage	40	58	61	53	62	16.6
	Discharge	—	—	—	—	23	—

＜Reference＞Environmental Data (Japan)

Greenhouse gas (CO_2) emissions trend by scope

(Unit: t-CO_2)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Greenhouse gas (CO_2) emissions trend by scope	24,867	24,804	28,877	27,742	26,737	-3.6
Scope1	14,464	14,390	13,783	13,378	13,212	-1.2
Scope2 (Market-based)	—	—	14,378	13,963	10,191	-27.0
Scope2 (Location-based)	10,403	10,414	15,094	14,364	13,525	-5.8
CO_2 emissions per unit of revenue [t-CO_2/billion yen]	145	144	154	147	123	-16.5

Energy usage

(Unit: t-CO_2)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Energy usage	509,145	506,846	509,824	508,670	526,647	3.5
Energy usage per unit of revenue [GJ/billion yen]	2,962	2,876	2,792	2,733	2,760	1.0

Waste reduction and recycling trend

(Unit: tons)

	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Emissions	2,533	2,768	2,787	2,737	2,548	-6.9
Recycled resources	2,526	2,597	2,777	2,731	2,543	-6.9
Final disposal	0.4	159.6	0.4	0.3	0.3	3.6

PRTR substances handled

(Unit: tons)

Substance	FY2017	FY2018	FY2019	FY2020(1)	FY2021(2)	% Change (2) / (1)
Acetonitrile	1.8	1.9	1.8	1.9	2.1	15.5
Boron and its compounds	1.0	0.6	0.7	0.6	0.6	5.7
Xylene	0.6	0.4	0.2	0.4	0.3	-34.5

Prevention of environmental pollution

Measurements and results of analysis of environmental data (FY2021)

			Noto Plant		Shiga Product Supply Center		Nara Research and Development Center	
			Criteria	Results	Criteria	Results	Criteria	Results
Air pollution	Soot and dust	[g/Nm^3]	0.3	0.01	0.2	< 0.005	0.1	0.001
	NOx	[ppm]	150	53	180	29	150	32
	SOx	[Nm^3/h]	0.98	0.02	—	—	—	—
Water contamination	pH		5.8～8.6	7.4～7.8	5.0～9.0	7.2～8.2	5.0～9.0	6.2～8.1
	BOD	[mg/L]	80	5.5	600	30	1,500	95
	COD	[mg/L]	80	6.6	600	26	—	—
	SS	[mg/L]	120	8	600	35	1,500	140
Noise	Morning	[dB]	60	49	50	45	60	42
	Noon	[dB]	65	51	55	46	65	44
	Evening	[dB]	60	48	50	46	60	42
	Night	[dB]	50	49	45	44	50	41
Vibration levels	Noon	[dB]	65	44	70	< 25	65	27
	Night	[dB]	60	43	65	< 25	60	< 25

Criteria values are specified according to the agreements with the municipalities where the workplaces are located.

Environmental accounting（Japan）

＜Environmental conservation costs＞ (Unit: million yen)

Category		FY2020		FY2021	
		Investments	Expenses	Investments	Expenses
Business area costs		51.8	168.7	5.4	149.0
	Pollution prevention	0.0	55.2	3.7	64.7
	Global environmental conservation	51.8	69.3	1.8	53.4
	Resource circulation	0.0	44.1	0.0	30.9
Upstream/downstream costs		—	9.9	—	11.5
Administration costs		2.0	105.2	2.9	131.4
R&D costs		—	—	—	—
Social activity costs		—	1.4	—	1.4
Environmental damage costs		—	0.2	—	99.1
Total		53.8	285.4	8.4	392.4

- Only cases that can be determined as related to the purpose of environmental conservation are included in the calculations.
- The cost includes the depreciation amount and is accounted for in the same way as in accounting.
- Current investment includes both the investment amount and expenses.
- The total number is only a rough estimate because the totals are rounded off.
- The employment cost of the environmental management department and the operation and maintenance of the environmental management system are accounted for as administration costs.
- "—" means no cost or no activities.

＜Economic effects of environmental conservation measures＞ (Unit: million yen)

Category	FY2020	FY2021
Profits from sales of waste etc	55.9	57.5
Cost reductions	15.7	13.2

Only economic effects that can be determined with a high degree of certainty are included in the calculation.

＜Environmental conservation effect＞

Category		unit	FY2020	FY2021	Environmental burden reduction	% Change (2) / (1)
Energy	Total energy usage	GJ	508,670	526,647	-17,977	3.5
	Electricity	kWh	32,090	31,054	1,036	-3.2
	Gas	thousand m^3	2,613	2,663	-50	1.9
	LPG	Tons	5.1	4.9	0.2	-4.2
	Heavy Oil	kℓ	2,192	2,002	190	-8.7
	Gasoline	kℓ	619	721	-101	16.4
	Heating and Cooling	GJ	1,469	1,372	98	-6.6
Water resources	Total water usage	thousand m^3	488	459	29	-6.0
	Tap water	thousand m^3	58	63	-5	8.2
	Industrial water	thousand m^3	104	89	15	-14.6
	Well water	thousand m^3	326	307	19	-5.8
Materials	Raw and other materials	tons	5,131	4,778	353	-6.9

Global warming	CO_2 *	tons	27,340	23,403	3,937	-14.4
Atmospheric pollutants	SOx (sulfur oxides)	tons	1.3	1.5	-0.2	15.9
	NOx (nitrogen oxides)	tons	3.9	4.0	0.0	0.9
	VOC (volatile organic compounds)	tons	42	45	-3	8.4
	Dust	tons	0.2	0.2	0.0	2.5
Water pollutants	Discharged water	thousand m^3	406	395	11	-2.8
	BOD (biochemical oxygen demand)	tons	4.8	3.4	1.4	-28.5
	COD (chemical oxygen demand)	tons	2.6	2.7	-0.1	3.1
	SS (suspended solids)	tons	7.2	5.2	2.0	-28.0
Waste materials	Emissions	tons	2,737	2,548	188	-6.9
	Recycled resources	tons	2,731	2,543	187	-6.9
	Final disposal	tons	0.3	0.3	0.0	3.6

＊CO_2 conversion on Market-based

note

（Reporting boundary）

Japan: all facilities including sales offices.
Other countries: Principal production facilities, Suzhou Plant (China).

（Guidelines referenced）

These data have been prepared with reference to the Environmental Reporting Guidelines (2018 edition, Ministry of the Environment of Japan), the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ministry of the Environment of Japan / Ministry of Economy, Trade and Industry of Japan, Ver. 2.3), the Environmental Accounting Guideline (2005 edition, the Ministry of the Environment of Japan), the Greenhouse Gas Protocol, and the GRI Standards.

（Numerical results）

Total numbers may not always match, due to the effect of rounding and other reasons.

<Employment and Human Resources Data>

Basic data

Number of employees

(Unit: Persons)

		FY2017	FY2018	FY2019	FY2020	FY2021
Consolidated	Total	3,805	4,073	4,108	4,229	4,315
	Male	—	2,362	2,424	2,444	2,477
	Female	—	1,711	1,684	1,785	1,838
Non-consolidated (Japan)	Total	1,799	1,812	1,840	1,872	1,839
	Male	1,377	1,389	1,395	1,410	1,384
	Female	422	423	445	462	455

Number of employees by gender and rank

(Unit: Persons)

		FY2017	FY2018	FY2019	FY2020	FY2021
Executive	Male	—	—	—	—	✔ 18
	Female	—	—	—	—	✔ 3
Director	Male	—	—	—	—	✔ 210
	Female	—	—	—	—	✔ 92
Manager	Male	—	—	—	—	✔ 581
	Female	—	—	—	—	✔ 382
General employee	Male	—	—	—	—	✔ 1,668
	Female	—	—	—	—	✔ 1,361

Average length of service

(Unit: Years)

		FY2017	FY2018	FY2019	FY2020	FY2021
Consolidated	Total	—	—	—	10.5	10.4
	Male	—	—	—	12.5	12.3
	Female	—	—	—	7.7	7.8
Non-consolidated (Japan)	Total	15.7	15.4	15.8	16.3	16.8
	Male	16.1	15.9	16.3	16.8	17.4
	Female	14.4	13.8	14.1	14.5	15.1

Average age of employees

(Unit: Years old)

		FY2017	FY2018	FY2019	FY2020	FY2021
Consolidated	Total	—	—	—	41.8	42.2
	Male	—	—	—	42.9	43.2
	Female	—	—	—	40.3	40.8
Non-consolidated (Japan)	Total	42.4	42.7	42.9	43.5	44.0
	Male	42.9	43.3	43.5	44.0	44.5
	Female	40.8	40.7	41.3	41.7	42.3

Number of newly hired employees (Unit: Persons)

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	—	140	117	98	106
China	—	127	159	198	249
Asia	—	109	92	59	74
EMEA*	—	172	143	109	144
Americas	—	20	43	116	129
Total	—	568	554	580	702

＊EMEA: Europe, the Middle East and Africa

Number of newly hired employees (non-consolidated (Japan)) (Unit: Persons)

		FY2017	FY2018	FY2019	FY2020	FY2021
New-graduate recruits	Total	28	20	24	19	24
	Male	16	12	11	10	17
	Female	12	8	13	9	7
Mid-career recruits	Total	68	119	92	77	64
	Male	48	80	64	46	43
	Female	20	39	28	31	21

Employee turnover (Unit: Persons)

		FY2017	FY2018	FY2019	FY2020	FY2021
Japan	Turnover	—	—	—	89	126
	Turnover rate	—	—	—	4.4%	6.4%
China	Turnover	—	—	—	185	255
	Turnover rate	—	—	—	23.5%	32.4%
Asia	Turnover	—	—	—	72	71
	Turnover rate	—	—	—	18.5%	17.6%
EMEA	Turnover	—	—	—	90	117
	Turnover rate	—	—	—	13.2%	15.6%
Americas	Turnover	—	—	—	58	73
	Turnover rate	—	—	—	17.1%	17.8%
Total	Turnover	—	—	—	494	642
	Turnover rate	—	—	—	12.0%	14.9%

The number of employees who retired between April and March of each year (including contract employees).

Employee turnover (non-consolidated (Japan)) (Unit: Persons)

		FY2017	FY2018	FY2019	FY2020	FY2021
Total	Turnover	59	55	58	55	85
	Turnover rate	3.3%	3.0%	3.2%	2.9%	4.6%
	(Voluntary turnover)	59	55	58	49	75
	(Voluntary turnover rate)	3.3%	3.0%	3.2%	2.6%	4.1%
Male	Turnover	45	40	43	42	63
	Turnover rate	3.3%	2.9%	3.1%	3.0%	4.6%
	(Voluntary turnover)	45	40	43	39	57
	(Voluntary turnover rate)	3.3%	2.9%	3.1%	2.8%	4.1%
Female	Turnover	14	15	15	13	22
	Turnover rate	3.3%	3.5%	3.4%	2.8%	4.8%
	(Voluntary turnover)	14	15	15	10	18
	(Voluntary turnover rate)	3.3%	3.5%	3.4%	2.2%	4.0%

Retirees are excluded

Re-employment (non-consolidated (Japan)) (Unit: Persons)

	FY2017	FY2018	FY2019	FY2020	FY2021
Re-employment applicant	18	19	15	31	21
Re-employee	18	19	15	29	21
Re-employment rate	100%	100%	100%	94%	100%

Average annual salary by gender and rank (consolidated) (Unit: Thousand yen)

		FY2017	FY2018	FY2019	FY2020	FY2021
Director and manager	Male	—	—	—	—	✔ 15,686
	Female	—	—	—	—	✔ 14,916
General employee	Male	—	—	—	—	✔ 6,647
	Female	—	—	—	—	✔ 6,052

*Exclude compensation for executives and stock option.

Average annual salary (non-consolidated (Japan)) (Unit: Thousand yen)

	FY2017	FY2018	FY2019	FY2020	FY2021
Average annual salary	8,195	8,192	8,228	8,269	8,512

*All amounts above are rounded to the nearest thousand yen.

Diversity

Number of employees by region

(Unit: Persons)

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	2,015	2,001	1,994	2,004	1,968
China	652	753	808	790	787
Asia	255	352	382	396	403
EMEA	651	738	667	690	748
Americas	232	229	257	349	409
Total	3,805	4,073	4,108	4,229	4,315

Calculated based on the new global personnel database from FY2020.

Employees by gender (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Ratio of female (consolidated)	—	—	—	42.2%	42.6%
Ratio of female (non-consolidated (Japan))	23.5%	23.3%	24.2%	24.7%	24.7%

Females in managerial positions (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Executive	4.8%	4.5%	9.1%	12.0%	14.3%
Director and manager (consolidated)	—	—	—	38.4%	37.1%
Director and manager (non-consolidated (Japan))	10.0%	10.7%	12.6%	12.2%	13.6%

People with disabilities (Santen Group in Japan) as of June

(Unit: Persons)

	2018	2019	2020	2021	2022
People with disabilities*	45	50	54	59	56
Rate of people with disabilities*	2.20%	2.42%	2.62%	2.88%	2.82%
(Reference) Visually impaired people (actual number)	—	—	—	—	5

＊Follows Ministry of Health, Labour and Welfare standards.

Number of fixed-term employees

(Unit: Persons)

	FY2017	FY2018	FY2019	FY2020	FY2021
Fixed-term employees (consolidated)	—	—	—	990	971
Fixed-term employees (Santen Group in Japan*)	82	130	112	122	106
Temporary employees (Santen Group in Japan)	170	163	181	181	182

＊Including the number of seconded employees to outside of group companies.

Work-life balance

Number of users of childcare and nursing care systems (Santen Group in Japan)

(Unit: Persons)

		FY2017	FY2018	FY2019	FY2020	FY2021
Special leave (paid)	Maternity leave	23	21	26	24	18
	Nursing care leave for a preschool child	12	22	11	6	6
	Nursing care leave for an elderly or disabled family	4	4	0	3	3
Childcare leave system *	Childcare leave (Female)	43	18	40	43	15
	Childcare leave acquisition rate (Female)	—	—	—	—	93.8%
	Childcare leave (Male)	3	4	49	77	37
	Childcare leave acquisition rate (Male)	5.0%	6.1%	67.1%	135.1%	63.8%
	Return to work rate	100%	100%	100%	100%	100%
Short working-hour system for childcare	Short working hours for nursing care	32	32	31	29	21
Nursing-care leave system	Nursing care leave	0	0	1	1	1
	Short working hours for nursing care	0	0	0	0	0
Annual paid Leave reserve system	Nursing care leave for a family member	85	75	63	37	70
	Nursing care leave for a child (included in above)	43	38	39	12	30
	Childcare leave for a child of elementary school age or younger	56	46	52	37	57

* From FY2021, calculation methodology for childcare leave was revised.

Annual paid leave (Santen Gup in Japan)

(Unit: Days)

	FY2017	FY2018	FY2019	FY2020	FY2021
Days granted	18.3	17.9	18.8	18.0	19.8
Days taken	11.1	10.8	15.7	11.7	11.8
Percentage of days taken	60.5%	60.5%	83.5%	65.4%	59.3%

Volunteer leave (Santen Group in Japan)

(Unit: Persons)

	FY2017	FY2018	FY2019	FY2020	FY2021
Number of people	11	6	4	0	0

Average overtime work per month (Santen Group in Japan)

(Unit: Hours/month)

	FY2017	FY2018	FY2019	FY2020	FY2021
Hours / month by person	13.7	11.9	11.2	9.2	10.5

Occupational and safety and health

Number of work-related fatalities

	FY2017	FY2018	FY2019	FY2020	FY2021
All operational sites (Japan)	0	0	0	0	✔ 0
Shuzo Factory (China)	0	0	0	0	0

Contractors are not included. Excludes Claire Co., Ltd. and Santen Eye Care Co., Ltd.

Occupational illness frequency rate

		FY2017	FY2018	FY2019	FY2020	FY2021
All Operational Sites (Japan)	Number of accidents*1	3	1	5	2	4
	Frequency rate*2	0.76	0.24	1.20	0.54	✔ 1.11
	Severity rate*3	0.002	0.005	0.015	0.001	0.021
Suzhou Plant (China)	Number of accidents	0	0	0	0	1
	Frequency rate	0.00	0.00	0.00	0.00	0.40
	Severity rate	0.000	0.000	0.000	0.000	0.078
Tampere Plant (Finland) *4	Number of accidents	3	0	1	—	—
	Frequency rate	6.44	0.00	3.40	—	—
	Severity rate	0.159	0.000	0.010	—	—

＊1 Number of accidents: In Japan and China, this denotes the number of accidents resulting in employees being absent from work for any length of time. In Finland, it denotes the number of accidents resulting in employees being absent from work for three or more days.
Commuting accidents are not included. The data are for part-timers, all employees including rehires, and those seconded to domestic group companies. Calculated working hours for seconded employees overseas. Recipients and temporarily employees are not included.

＊2 Frequency rate: Number of casualties causing industrial accidents per million aggregate actual working hours; denotes the frequency of accidents.

＊3 Severity rate: Number of lost working days per 1,000 aggregate actual working hours; denotes the level of severity of accidents.

＊4 Santen's own Tampere Plant was transferred to NextPharma GmbH. and the necessary process was completed on September 30, 2019.The data for 2019 shows the data up to the transfer completion date.

Independent Assurance Report

To the Representative Director of the Board, President, Chief Executive Officer of Santen Pharmaceutical Co., Ltd.

We were engaged by Santen Pharmaceutical, Co., Ltd. (the "Company") to undertake a limited assurance engagement of the environmental and social performance indicators marked with "✔" (the "Indicators") for the period from April 1, 2021 to March 31, 2022 included in its Environmental and social Data 2022 (the "Environmental and social Data") for the fiscal year ended March 31, 2022.

The Company's Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the "Company's reporting criteria"), as described in the Environmental and social Data.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the 'International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information' and the 'ISAE 3410, Assurance Engagements on Greenhouse Gas Statements' issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Environmental and social Data, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company's responsible personnel to obtain an understanding of its policy for preparing the Environmental and social Data and reviewing the Company's reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company's reporting criteria, and recalculating the Indicators.
- Making inquiries and reviewing materials including documented evidence of one of the Company's sites selected on the basis of a risk analysis, as alternative procedures to a site visit.
- Evaluating the overall presentation of the Indicators.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Environmental and social Data are not prepared, in all material respects, in accordance with the Company's reporting criteria as described in the Environmental and social Data.

Our Independence and Quality Control

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Control 1, we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Shinnosuke Kayumi

Shinnosuke Kayumi, Director
KPMG AZSA Sustainability Co., Ltd.
Osaka, Japan
July 14, 2022

SANTEN PHARMACEUTICAL CO., LTD.