



SANTEN PHARMACEUTICAL CO., LTD.

# ESG (Environment, Social and Governance) Data

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## Year Ended March 31, 2023

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(Independent Assurance)

The following performance indicators denoted with ✓ in FY2022 are guaranteed by the third party to improve reliability. Independent Assurance Report is posted on P23.

**【Environment Data】**

- Scope1, Scope2, Scope3 categories 2 and 3
- Total waste disposed
- Total waste recycled/reused
- Waste landfilled
- Total hazardous waste disposed
- Total hazardous waste recycled/reused
- Hazardous waste landfilled

**【Social Data】**

- Number of employees by group
- Average salary by gender
- Death in occupational safety and health in Japan
- Number of persons and the occupational accident frequency rate in Japan

## Environment Data

### Measures against Climate Change

#### Greenhouse gas (CO<sub>2</sub>) emissions trend by scope Scope1 and 2

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Scope1 + Scope2 (Market-based) * 1	Santen Group (All of the facilities and sales offices in Japan, and major production facility in other countries (Suzhou Plant in China))	t-CO <sub>2</sub>	34,160	34,767	34,025	30,012	22,619		-24.6%
Scope1 * 3	(ditto)	t-CO <sub>2</sub>	17,018	15,296	14,860	14,820	16,948	✓	14.4%
Scope2 (Market-based) * 3	(ditto)	t-CO <sub>2</sub>	—	19,471	19,165	15,192	5,671	✓	-62.7%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	17,142	20,187	19,566	18,525	21,390	✓	15.5%
CO2 emissions per unit of revenue * 2	(ditto)	t-CO <sub>2</sub> /billion yen	146	144	136	113	81		-28.3%

\* 1 Total value of Scope1 + Scope2 (Location-based) in FY2018

\* 2 From fiscal 2019 onward, the basic unit of consolidated revenue is calculated as the total of Scope1 + Scope2 (Market-based).

\* 3 The value of emission on SBT base year includes CO2 emissions derived from gasoline for overseas sales vehicles (1,973 tons-CO<sub>2</sub>), as well as some different conversion factors used in the calculation.

According to this calculation method, greenhouse gas emissions in FY2019 are 37,529 tons-CO<sub>2</sub> for Scope 1 + Scope 2 (market basis), 17,420 tons-CO<sub>2</sub> for Scope 1, and 20,109 tons-CO<sub>2</sub> for Scope 2 (market basis).

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Scope1 + Scope2 (Market-based) * 1	Noto Plant	t-CO <sub>2</sub>	11,072	13,652	13,525	12,531	5,523		-55.9%
Scope1	(ditto)	t-CO <sub>2</sub>	—	5,744	5,960	5,444	5,523		1.5%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	9,021	8,960	5,834	0		-100.0%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	—	7,908	7,566	7,087	7,261		2.4%
Scope1 + Scope2 (Market-based) * 1	Shiga Product Supply Center	t-CO <sub>2</sub>	6,860	7,535	7,422	7,191	5,162		-28.2%
Scope1	(ditto)	t-CO <sub>2</sub>	—	3,388	3,478	3,420	5,162		50.9%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	2,998	2,818	2,355	0		-100.0%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	—	4,146	3,944	3,771	6,318		67.5%
Scope1 + Scope2 (Market-based) * 1	Nara Research and Development Center	t-CO <sub>2</sub>	4,112	4,827	4,636	4,699	2,802		-40.4%
Scope1	(ditto)	t-CO <sub>2</sub>	—	2,624	2,499	2,672	2,802		4.9%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	1,592	1,527	1,398	0		-100.0%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	—	2,203	2,137	2,027	2,141		5.6%
Scope1 + Scope2 (Market-based) * 1	Shimoshinjo Office	t-CO <sub>2</sub>	208	251	210	184	—		—
Scope1	(ditto)	t-CO <sub>2</sub>	—	0	0	0	—		—
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	182	150	149	—		—
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	—	251	210	184	—		—
Scope1 + Scope2 (Market-based) * 1	Branch and Sales offices and others	t-CO <sub>2</sub>	2,552	2,613	1,948	2,131	2,160		1.3%
Scope1	(ditto)	t-CO <sub>2</sub>	—	2,028	1,441	1,676	1,681		0.3%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	585	507	455	479		5.3%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	—	585	507	455	479		5.3%
Scope1 + Scope2 (Market-based) * 1	Suzhou Plant (China)	t-CO <sub>2</sub>	7,747	6,606	6,685	6,609	6,973		5.5%
Scope1	(ditto)	t-CO <sub>2</sub>	—	1,513	1,482	1,608	1,781		10.8%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	5,093	5,202	5,000	5,192		3.8%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	—	5,093	5,202	5,000	5,192		3.8%

\* 1 Total value of Scope1 + Scope2 (Location-based) in FY2018

### Scope 3

Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
1 : Purchased goods and services * 1	The manufacturing sites in Japan	t-CO <sub>2</sub>	142,215	114,613	138,182	111,829	106,743		-4.5%
2 : Capital goods * 2	All of the facilities and sales offices in Japan	t-CO <sub>2</sub>	5,997	7,600	6,781	7,393	23,574	✓	218.8%
3 : Fuel and energy related activities not included in Scope1 and Scope2 * 3	(ditto)	t-CO <sub>2</sub>	1,078	2,103	2,189	1,672	64	✓	-96.2%
4 : Transportation and distribution (Upstream)	(ditto)	t-CO <sub>2</sub>	630	763	565	517	533		3.2%
5 : Waste generated in operation	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	t-CO <sub>2</sub>	440	489	446	316	332		5.0%
6 : Business travel	Japan	t-CO <sub>2</sub>	2,763	2,041	339	609	952		56.5%
7 : Employee commuting	(ditto)	t-CO <sub>2</sub>	1,633	1,485	1,247	830	982		18.2%
1 2 : End-of-life treatment of sold products	(ditto)	t-CO <sub>2</sub>	223	207	208	220	271		23.4%
Total * 4		t-CO <sub>2</sub>	154,980	129,300	149,957	123,386	133,451		8.2%
CO <sub>2</sub> emissions per unit of revenue		t-CO <sub>2</sub> /billion yen	879	708	806	647	679		5.0%

\* 1 Based on the Scope 3 Category 1 calculation method used to calculate the value of emissions on SBT base year, the calculation method has been partially revised and the figures have been retroactively adjusted for FY2019 and beyond.

\* 2 For the purpose of improving the accuracy of the Category 2 calculation method, the calculation method has been partially revised and the figures have been retroactively adjusted for FY2018 and beyond.

\* 3 For the purpose of improving the accuracy of the Category 3 calculation method, the calculation method has been partially revised and the figures have been retroactively adjusted for FY2018 and beyond.

\* 4 Category 8,10,11,13-15 are not indicated, because of our business characteristics. Category 9 is not calculated and indicated, at present.

## Greenhouse gas (CO<sub>2</sub>) emissions calculation standards

<p><b>Scope1</b></p>	<p><b>CO<sub>2</sub> emissions associated with fuel use</b>            [Calculation method] Calculated based on fuel consumption x heating value per unit x fuel CO<sub>2</sub> emission factor            [Emission factor] Emission factor based on "Greenhouse gas emission calculation / reporting / publication system" (Ministry of the Environment)</p>
<p><b>Scope2</b></p>	<p><b>CO<sub>2</sub> emissions from the purchase of electricity and heat</b>            [Calculation method] Calculated based on electricity consumption x electricity CO<sub>2</sub> emission factor + heat usage x heat CO<sub>2</sub> emission factor.            [Emission factor]            Japan : Electricity &amp; Heat : Emission factor based on "Greenhouse gas emission calculation / reporting / publication system" (Ministry of the Environment)            China : Electricity : Emission factor of "关于做好2023—2025年发电行业企业温室气体排放报告管理有关工作的通知" (China Environmental Environment Department)</p>
<p><b>Scope3</b></p>	<p><b>Scope3 CO<sub>2</sub> emissions through the supply chain</b>            [Calculation method] The method of receiving emissions from business partners 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 organisations through the supply chain" (Ministry of the Environment and Ministry of Economy, Trade and Industry, ver.3.3).            [Emission factor]            •Category 1 : Emissions associated with the purchase of raw materials / materials,            [5] Input-output table-based emission intensity            However, for purchases of raw materials and materials which account for a large proportion, CO<sub>2</sub> emissions in the upstream of the supply chain are calculated proportionally based on the amount procured.            •Category 2 : Emissions associated with the capital goods            [6] Emission intensity per price of capital goods &lt;Secretariat&gt; 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 of &lt;Secretariat&gt;            •Category 6 : Emissions associated with employee business trips, etc.            [11] Emissions per unit of transportation expenses &lt;Secretariat&gt; and [12] Emissions per number of nights &lt;Secretariat&gt; Emission intensity            •Category 7 : Emissions associated with employee commuting            [11] Emissions per unit of transportation expenses &lt;Secretariat&gt; 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 &lt;Secretariat&gt; Applicable emission intensity such as waste brass and waste paper</p>

## Energy usage trend

		FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Energy usage * 1	GJ	668,462	651,669	610,368	635,562	746,317	17.4%
Energy usage per unit of revenue	GJ/billion yen	2,856	2,698	2,445	2,387	2,675	12.0%
Purchased renewable energy * 2	GJ	—	—	—	—	351,615	—

\* 1 From FY2021, gasoline for domestic sales vehicles has been added.

\* 2 The purchased renewable energy consumption in GJ has been counted as energy consumption since FY2022, which is not deducted from energy usage.

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Energy usage	Noto Plant	GJ	241,750	248,878	250,863	237,273	241,908	2.0%
	Shiga Product Supply Center	GJ	159,485	153,698	154,389	151,794	242,776	59.9%
	Nara Research and Development Center	GJ	95,572	97,865	95,696	98,028	103,008	5.1%
	Shimoshinjo Office	GJ	6,085	5,333	4,624	4,171	—	—
	Branch and Sales offices and others *	GJ	3,954	4,050	3,099	35,380	36,158	2.2%
	Suzhou Plant (China)	GJ	111,632	106,503	101,698	108,916	122,467	12.4%
	Tampere Plant (Finland)	GJ	49,984	35,342	—	—	—	—
Total		GJ	668,462	651,669	610,369	635,562	746,317	17.4%

\* From 2021, gasoline for domestic sales vehicles has been added.

## Renewable energy trend

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Solar energy generation * 1	Nara Research and Development Center	Mwh	11	12	12	12	12	0.7%
Purchased renewable energy * 2	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center	Mwh	581	1,591	—	6,547	36,220	453.2%
Total		Mwh	592	1,603	12	6,559	36,232	452.4%

\* 1 Generated by solar energy equipment installed in Nara Research and Development Center, which is deducted from energy usage.

\* 2 Not deducted from energy usage

## Reducing our Environmental Impact

### Waste reduction and recycling trend

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Total waste disposed * 1	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	3,178	3,201	2,985	2,702	3,025	✓	12.0%
Total waste recycled/ reused * 1	(ditto)	tons	2,888	3,065	2,951	2,662	2,979	✓	11.9%
Amount of waste reduced * 2	(ditto)	tons	36	29	25	26	29	✓	11.6%
Waste landfilled * 3	(ditto)	tons	254	107	9.5	14	17	✓	20.1%
Recycling rate * 4	(ditto)	%	90.9%	95.8%	98.9%	98.5%	98.5%		0.0%
Waste disposal per unit of revenue	(ditto)	tons/billion yen	13.6	13.3	12.0	10.1	10.8		6.8%

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Thermal recycling amount	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	890	743	772	637	986		54.9%
Material recycling amount	(ditto)	tons	1,799	2,245	2,161	2,025	1,993		-1.6%
Waste incinerated without energy recovery	(ditto)	tons	0	0	0	22	29		33.9%
Recycling rate (excluding thermal recycling) * 5	(ditto)	%	56.6%	70.1%	72.4%	74.9%	65.9%		-12.1%

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Total waste disposed	Noto Plant	tons	1,793	1,865	1,716	1,649	1,777		7.8%
Total waste recycled/ reused	(ditto)	tons	1,793	1,865	1,716	1,649	1,777		7.8%
Waste landfilled	(ditto)	tons	0.10	0.10	0.10	0.07	0.07		0.0%
Total waste disposed	Shiga Product Supply Center	tons	671	743	837	668	767		14.9%
Total waste recycled/ reused	(ditto)	tons	671	743	837	668	767		14.9%
Waste landfilled	(ditto)	tons	0.0	0.0	0.0	0.0	0.0		—
Total waste disposed	Nara Research and Development Center	tons	73	80	54	63	54		-13.7%
Total waste recycled/ reused	(ditto)	tons	72	78	52	61	52		-14.3%
Waste landfilled	(ditto)	tons	0.10	0.10	0.10	0.10	0.10		4.8%
Total waste disposed	Suzhou Plant (China) * 6	tons	148	179	248	153	316		105.9%
Total waste recycled/ reused	(ditto)	tons	54	75	220	118	272		130.2%
Waste landfilled	(ditto)	tons	94	104	9	13	16		21.6%
Total waste disposed	Shimoshinjo·Umeda Office * 7	tons	231	99	130	169	110		-34.7%
Total waste recycled/ reused	(ditto)	tons	62	90	126	166	110		-33.6%
Waste landfilled	(ditto)	tons	159	0.20	0.20	0.14	0.00		-100.0%

\* 1 Including valuable materials.

\* 2 Amount not effectively used and reduced by intermediate treatment such as dewatering

\* 3 Total amount of residual waste landfilled after incineration and waste directly landfilled

\* 4 Total waste recycled/ reused / Total waste disposed

\* 5 (Total waste recycled/ reused - Thermal recycling amount) / Total waste disposed

\* 6 In 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

\* 7 Waste emissions from sales offices and other offices increased temporarily due to the disposal of residual equipment, etc. associated with the sale of the former head office and Osaka factory in FY2018.

**Hazardous Waste \* 1**

Scope		Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
<b>Total</b>		tons							
Total waste disposed	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	—	—	165	90	255	✓	184.6%
Total waste recycled/ reused	(ditto)	tons	—	—	—	64	243	✓	279.7%
Amount of waste reduced * 2	(ditto)	tons	—	—	—	22	0	✓	—
Waste landfilled * 3	(ditto)	tons	—	—	—	4	13	✓	—
Thermal recycling amount	(ditto)	tons	—	—	—	64	243		279.6%
Material recycling amount	(ditto)	tons	—	—	—	0	0		—
Waste incinerated without energy recovery	(ditto)	tons	—	—	—	0	0		—
Hazardous waste disposal per unit of revenue	(ditto)	tons /billion yen	—	—	0.66	0.33	0.91		173.5%
Scope		Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
<b>Japan (Specially controlled industrial waste emissions)</b>		tons							
Total waste disposed	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center	tons	—	—	13	20	9		-55.0%
Total waste recycled/ reused	(ditto)	tons	—	—	—	20	9		-55.0%
Amount of waste reduced	(ditto)	tons	—	—	—	0	0		—
Waste landfilled	(ditto)	tons	—	—	—	0	0		—
Thermal recycling amount	(ditto)	tons	—	—	—	20	9		-55.0%
Material recycling amount	(ditto)	tons	—	—	—	0	0		—
Waste incinerated without energy recovery	(ditto)	tons	—	—	—	0	0		—
<b>China (hazardous waste)</b>		tons							
Total waste disposed	Suzhou Plant (China)	tons	—	—	152	70	246		253.4%
Total waste recycled/ reused	(ditto)	tons	—	—	—	44	234		431.8%
Amount of waste reduced	(ditto)	tons	—	—	—	22	0		—
Waste landfilled	(ditto)	tons	—	—	—	4	13		218.5%
Thermal recycling amount	(ditto)	tons	—	—	—	44	234		431.7%
Material recycling amount	(ditto)	tons	—	—	—	0	0		—
Waste incinerated without energy recovery	(ditto)	tons	—	—	—	0	0		—

\* 1 According to the laws and regulations of each country, we have defined "Hazardous Wastes" as below.

Japan : Waste that falls under the category of specially controlled industrial wastes under the "Waste Disposal and Public Cleansing Law"

China : Wastes listed in the National Hazardous Waste Inventory by the Ministry of Ecology and Environment of China

\* 2 Amount not effectively used and reduced by intermediate treatment such as dewatering

\* 3 Total amount of residual waste landfilled after incineration and waste directly landfilled

### Air pollutants emissions trend

Substance	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
SOx(sulfur oxides) * 1,2	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	2.2	1.8	1.3	1.5	1.5		-2.7%
NOx(nitrogen oxides) * 1,2	(ditto)	tons	4.0	3.9	4.4	4.2	4.2		-0.5%
VOC(volatile organic compounds) * 2	(ditto)	tons	41	46	42	45	48		7.5%

\* 1 : Emission is estimated based on results from regular examinations.

\* 2 : Suzhou Plant in China is excluded until year ended March 31 2020.

### Water pollutants emissions trend

Substance	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
BOD(biochemical oxygen demand) * 1,2	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	8.7	8.8	4.8	3.4	3.4		0.0%
COD(chemical oxygen demand) * 1,2	(ditto)	tons	7.5	7.1	4.5	4.8	4.2		-12.5%

\* 1 : Emission is estimated based on results from regular examinations.

\* 2 : Suzhou Plant in China is excluded until year ended March 31 2020.

### PCB storage

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Polychlorinated biphenyl holdings	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	kg	0.0	0.0	0.0	0.0	0.0		—

We have no PCB-containing equipment in our business sites since March 2017.

In March 2017, we completed, through a nationally designated service provider, appropriately disposing of the three PCB-containing fluorescent light ballasts that had been stored at our former Osaka Plant, and making them harmless.



## Water usage trend

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Water usage Total	Santen Group (All of the facilities and sales offices in Japan, and major production facility in other countries (Suzhou Plant in China))	tons	559	588	542	521	612		17.6%
Tap water	(ditto)	tons	149	154	112	125	149		19.4%
Industrial water	(ditto)	tons	121	96	104	89	142		59.2%
Groundwater	(ditto)	tons	289	338	326	307	321		4.7%
Water usage per unit of revenue	(ditto)	thousand m <sup>3</sup> /billion yen	2.4	2.4	2.2	2.0	2.2		11.7%
Water usage per production quantity * 1	(ditto)	thousand m <sup>3</sup> /10000 units	—	12.4	12.1	13.4	14.7		9.7%

\* 1 In FY2022, water consumption increased temporarily due to the launch of a new building at the Shiga Product Supply Center. If this effect is deducted, the water usage per production quantity in FY2022 is 13.5m<sup>3</sup>/ 10,000 bottles.

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		Y/Y
Usage	Noto Plant	thousand m <sup>3</sup>	294	343	332	313	327		4.5%
Discharge	(ditto)	thousand m <sup>3</sup>	286	296	281	268	286		6.5%
Usage	Shiga Product Supply Center	thousand m <sup>3</sup>	107	93	111	99	170		71.9%
Discharge	(ditto)	thousand m <sup>3</sup>	93	93	92	92	171		—
Usage	Nara Research and Development Center	thousand m <sup>3</sup>	55	52	44	45	47		4.0%
Discharge	(ditto)	thousand m <sup>3</sup>	43	38	31	32	32		0.1%
Usage	Branch and Sales offices and others	thousand m <sup>3</sup>	3.9	2.9	2.1	1.7	0.2		-90.8%
Discharge	(ditto)	thousand m <sup>3</sup>	3.9	2.9	2.1	1.6	0.0		-98.5%
Usage	Suzhou Plant (China)	thousand m <sup>3</sup>	58	61	53	62	68		10.1%
Discharge	(ditto)	thousand m <sup>3</sup>	—	—	—	23	54		136.7%

**[Reference] Data in Japan**

**Greenhouse gas (CO<sub>2</sub>) emissions trend by scope**

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Scope1 + Scope2 (Market-based) * 1	All of the facilities and sales offices in Japan	t-CO <sub>2</sub>	24,804	28,877	27,742	26,737	15,646	-41.5%
Scope1	(ditto)	t-CO <sub>2</sub>	14,390	13,783	13,378	13,212	15,167	14.8%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	—	14,378	13,963	10,191	479	-95.3%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	10,414	15,094	14,364	13,525	16,199	19.8%
CO <sub>2</sub> emissions per unit of revenue	(ditto)	t-CO <sub>2</sub> /billion yen	144	154	157	123	80	-35.0%

\* 1 Total value of Scope1 + Scope2 (Location-based) in FY2018

**Energy usage**

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Energy usage	All of the facilities and sales offices in Japan	GJ	506,846	509,824	508,670	526,647	623,850	18.5%
Energy usage per unit of revenue	(ditto)	GJ/billion yen	2,876	2,792	2,733	2,760	3,173	15.0%

**Waste reduction and recycling trend**

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Total waste disposed	All of the facilities and sales offices in Japan	tons	2,768	2,787	2,737	2,548	2,709	6.3%
Total waste recycled/ reused	(ditto)	tons	2,598	2,776	2,731	2,543	2,707	6.4%
Amount of waste reduced	(ditto)	tons	10	11	6	5	2	-52.9%
Waste landfilled	(ditto)	tons	160	0.4	0.4	0.3	0.2	-43.8%

**PRTR substances handled**

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	Y/Y
Methylnaphthalene	All of the facilities and sales offices in Japan	tons	20.5	23.3	22.3	20.4	20.6	1.0%
Acetonitrile	(ditto)	tons	1.9	1.8	1.9	2.1	2.1	0.0%
Boron and its compounds	(ditto)	tons	0.6	0.7	0.6	0.6	1.5	150.0%
Xylene	(ditto)	tons	0.4	0.2	0.4	0.3	0.1	-66.7%

**Prevention of environmental pollution**

			Noto Plant		Shiga Product Supply Center		Nara Research and Development Center	
		Unit	Criteria	Results	Criteria	Results	Criteria	Results
Air pollution	Soot and dust	[g/Nm <sup>3</sup> ]	0.3	0.24	0.2	0	0.1	0.01
	NOx	[ppm]	150	1.93	180	1.44	150	0.61
	SOx	[Nm <sup>3</sup> /h]	0.98	1.46	—	—	—	0
Water contamination	pH		5.8-8.6	7.3-8.0	5.0-9.0	7.3-7.9	5.0-9.0	6.3-7.9
	BOD	[mg/L]	80	1.02	600	1.59	1,500	0.79
	COD	[mg/L]	80	1.75	600	1.75	—	—
	SS	[mg/L]	120	3.52	600	3.52	1,500	0.76
Noise	Morning	[dB]	60	49	50	46	60	41
	Noon	[dB]	65	49	55	50	65	45
	Evening	[dB]	60	49	50	44	60	44
	Night	[dB]	50	49	45	46	50	46
Vibration levels	Noon	[dB]	65	44	70	30	65	29
	Night	[dB]	60	38	65	0	60	25

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

**Environmental conservation effect**

		Unit	Year ended March 31		Environmental burden change	% Change
			2022	2023		
Energy	Total energy usage	GJ	526,647	623,850	97,203	18.5%
	Electricity	MWh	31,054	37,153	6,099	19.6%
	Gas	Thousand m <sup>3</sup>	2,663	3,464	801	30.1%
	LPG	tons	4.9	16.3	11.4	232.7%
	Heavy Oil	k ℓ	2,002	2,034	32	1.6%
	Gasoline	k ℓ	721	721	0.4	0.1%
	Heating and Cooling	GJ	1,372	1,768	396	28.9%
	Water resources	Total water usage	Thousand m <sup>3</sup>	459	544	86
	Tap water	Thousand m <sup>3</sup>	63	81	18	28.6%
	Industrial water	Thousand m <sup>3</sup>	89	142	53	59.6%
	Well water	Thousand m <sup>3</sup>	307	321	14	4.6%
Materials	Raw and other materials	tons	4,778	5,124	346	7.2%
Global warming	CO <sub>2</sub> *	tons	26,737	15,646	-11,091	-41.5%
Atmospheric pollutants	Sox (sulfur oxides)	tons	1.5	1.5	0.0	0.0%
	NOx (nitrogen oxides)	tons	4	4	0.0	0.0%
	VOC(volatile organic compounds)	tons	45	46	1.1	2.4%
	Dust	tons	0.2	0.3	0.1	25.0%
Water pollutants	Discharged water	Thousand m <sup>3</sup>	394	489	95	24.1%
	BOD(biochemical oxygen demand)	tons	3.4	3.4	0.0	-0.2%
	COD(chemical oxygen demand)	tons	2.7	3.2	0.5	20.0%
	SS(suspended solids)	tons	5.2	6.2	1.0	18.6%
Waste materials	Total waste disposed	tons	2,548	2,709	161	6.3%
	Total waste recycled/ reused	tons	2,543	2,707	163	6.4%
	Waste landfilled	tons	0.3	0.2	-0.1	-43.8%

\* Market-based

## Social Data

### Basic Employee Data

Boundary: Employees of our group (Contract employees are not included. Data on seconded employees is collected by the host company)

The offices covered by the data are based on the boundary of each item.

#### Number of employees

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Consolidated	Persons	4,073	4,108	4,229	4,315	4,144
Total	Non-consolidated	Persons	1,812	1,840	1,872	1,839	1,807
Male	Non-consolidated	Persons	1,389	1,395	1,410	1,384	1,348
Female	Non-consolidated	Persons	423	445	462	455	459

#### Number of employees by gender and rank

		Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Executive	Male	Consolidated	Persons	—	—	—	18	15
	Female	Consolidated	Persons	—	—	—	3	6
Director	Male	Consolidated	Persons	—	—	—	210	203
	Female	Consolidated	Persons	—	—	—	92	92
Manager	Male	Consolidated	Persons	—	—	—	581	515
	Female	Consolidated	Persons	—	—	—	382	371
General employee	Male	Consolidated	Persons	—	—	—	1,668	1,637
	Female	Consolidated	Persons	—	—	—	1,361	1,305

#### Average length of service

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Consolidated	Years	—	—	10.5	10.4	10.5
Male	Consolidated	Years	—	—	12.5	12.3	12.5
Female	Consolidated	Years	—	—	7.7	7.8	7.9
Total	Non-consolidated	Years	15.4	15.8	16.3	16.8	17.2
Male	Non-consolidated	Years	15.9	16.3	16.8	17.4	17.8
Female	Non-consolidated	Years	13.8	14.1	14.5	15.1	15.3

#### Average age of employees

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Consolidated	Years old	—	—	41.8	42.2	42.7
Male	Consolidated	Years old	—	—	42.9	43.2	43.8
Female	Consolidated	Years old	—	—	40.3	40.8	41.3
Total	Non-consolidated	Years old	42.7	42.9	43.5	44.0	44.3
Male	Non-consolidated	Years old	43.3	43.5	44.0	44.5	44.8
Female	Non-consolidated	Years old	40.7	41.3	41.7	42.3	42.8

## Number of newly hired employees

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Persons	140	117	98	106	67
China	Persons	127	159	198	249	105
Asia	Persons	109	92	59	74	62
EMEA *	Persons	172	143	109	144	117
Americas	Persons	20	43	116	129	24
<b>Total</b>	Persons	<b>568</b>	<b>554</b>	<b>580</b>	<b>702</b>	<b>375</b>

\* EMEA : Europe, the Middle East and Africa

## Number of newly hired employees

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
New-graduate recruits	Total	Non-consolidated	Persons	20	24	19	24	36
	Male	Non-consolidated	Persons	12	11	10	17	21
	Female	Non-consolidated	Persons	8	13	9	7	15
Mid-career recruits	Total	Non-consolidated	Persons	119	92	77	64	31
	Male	Non-consolidated	Persons	80	64	46	43	20
	Female	Non-consolidated	Persons	39	28	31	21	11

## Employee turnover

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Number of turnover	Persons	—	—	89	126	128
	Turnover rate	%	—	—	4.4%	6.4%	6.6%
China	Number of turnover	Persons	—	—	185	255	171
	Turnover rate	%	—	—	23.5%	32.4%	23.6%
Asia	Number of turnover	Persons	—	—	72	71	79
	Turnover rate	%	—	—	18.5%	17.6%	20.5%
EMEA *	Number of turnover	Persons	—	—	90	117	124
	Turnover rate	%	—	—	13.2%	15.6%	16.5%
Americas	Number of turnover	Persons	—	—	58	73	78
	Turnover rate	%	—	—	17.1%	17.8%	22.2%
Total	Number of turnover	Persons	—	—	494	642	580
	Turnover rate	%	—	—	12.0%	14.9%	14.0%

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

## Employee turnover

		Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Number of turnover	Non-consolidated	Persons	55	58	55	85	114
	Turnover rate	Non-consolidated	%	3.0%	3.2%	2.9%	4.6%	6.3%
	Number of voluntary turnover	Non-consolidated	Persons	55	58	49	75	88
	Voluntary turnover	Non-consolidated	%	3.0%	3.2%	2.6%	4.1%	4.9%
Male	Number of turnover	Non-consolidated	Persons	40	43	42	63	79
	Turnover rate	Non-consolidated	%	2.9%	3.1%	3.0%	4.6%	5.9%
	Number of voluntary turnover	Non-consolidated	Persons	40	43	39	57	64
	Voluntary turnover	Non-consolidated	%	2.9%	3.1%	2.8%	4.1%	4.7%
Female	Number of turnover	Non-consolidated	Persons	15	15	13	22	35
	Turnover rate	Non-consolidated	%	3.5%	3.4%	2.8%	4.8%	7.6%
	Number of voluntary turnover	Non-consolidated	Persons	15	15	10	18	24
	Voluntary turnover	Non-consolidated	%	3.5%	3.4%	2.2%	4.0%	5.2%

## Reemployment

		Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Reemployment applicant		Non-consolidated	Persons	19	15	31	21	17
Re-employee		Non-consolidated	Persons	19	15	29	21	17
Reemployment rate		Non-consolidated	%	100%	100%	94%	100%	100%

## Average remuneration

		Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Average remuneration		Non-consolidated	Thousand yen	8,192	8,228	8,269	8,512	9,019

## Human resource development

		Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
The aggregate length of training sessions		Consolidated	Hours	—	—	—	48,612	93,384
Investment in training		Consolidated	Millions of yen	—	—	—	277	213

Only the cases that can be determined as training for human resource development are included in the calculation.

## Diversity, Equity & Inclusion

### Number of employees by region

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Persons	2,001	1,994	2,004	1,968	1,930
China	Persons	753	808	790	787	725
Asia	Persons	352	382	396	403	385
EMEA	Persons	738	667	690	748	752
Americas	Persons	229	257	349	409	352
Santen Group	Persons	4,073	4,108	4,229	4,315	4,144

Calculated based on the new global personnel database from FY2020.

### Employees by gender

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of female	Consolidated	%	—	—	42.2%	42.6%	42.8%
Ratio of female	Santen Group in Japan *	%	23.3%	24.2%	24.7%	24.7%	25.8%

\* Non-consolidated until FY2021

### Females in managerial positions

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Executive		%	4.5%	9.1%	12.0%	14.3%	28.6%
Director and manager	Consolidated	%	—	—	38.4%	37.1%	39.0%
Director and manager	Santen Group in Japan *	%	10.7%	12.6%	12.2%	13.6%	16.9%

\* Non-consolidated until FY2021

### Average annual salary by gender and rank

		Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Male	Consolidated	Thousand yen	—	—	—	—	10,408
	Female	Consolidated	Thousand yen	—	—	—	—	9,606
Manager	Male	Consolidated	Thousand yen	—	—	—	15,686	17,951 ✓
	Female	Consolidated	Thousand yen	—	—	—	14,916	17,946 ✓
General employee	Male	Consolidated	Thousand yen	—	—	—	6,647	7,100 ✓
	Female	Consolidated	Thousand yen	—	—	—	6,052	6,647 ✓
Total	Male	Consolidated	Thousand yen	—	—	—	—	9,380
	Female	Consolidated	Thousand yen	—	—	—	—	7,419
Manager	Male	Santen Group in Japan	Thousand yen	—	—	—	—	13,945
	Female	Santen Group in Japan	Thousand yen	—	—	—	—	13,063
General employee	Male	Santen Group in Japan	Thousand yen	—	—	—	—	7,904
	Female	Santen Group in Japan	Thousand yen	—	—	—	—	6,526
Permanent worker	Male	Santen Group in Japan	Thousand yen	—	—	—	—	9,568
	Female	Santen Group in Japan	Thousand yen	—	—	—	—	7,610
Part-time and non-regular workers	Male	Santen Group in Japan	Thousand yen	—	—	—	—	6,663
	Female	Santen Group in Japan	Thousand yen	—	—	—	—	2,802

Executive compensation and stock options are excluded.



## Wage gender differences

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Consolidated	%	—	—	—	—	92.3%
Manager	Consolidated	%	—	—	—	—	100.0%
General employee	Consolidated	%	—	—	—	—	93.6%
Total	Santen Group in Japan	%	—	—	—	—	79.1%
Manager	Santen Group in Japan	%	—	—	—	—	93.7%
General employee	Santen Group in Japan	%	—	—	—	—	82.6%
Permanent worker	Santen Group in Japan	%	—	—	—	—	79.5%
Part-time and non-regular workers	Santen Group in Japan	%	—	—	—	—	42.1%

The percentage of female's wages with male's wages being set at 100%. This gender differences in wages are not based on the wage system or structure. The differences are primarily due to differences in the ratio of male to female managers and employment status.

## People with disabilities

	Scope	Unit	CY2019.6	CY2020.6	CY2021.6	CY2022.6	CY2023.6
People with disabilities( * )	Santen Group in Japan	Persons	50	54	59	59	54
Rate of people with disabilities( * )	Santen Group in Japan	%	2.42%	2.62%	2.88%	2.93%	2.80%
(Reference) Visually impaired people (actual number)	Santen Group in Japan	Persons	—	—	—	5	5

\* Follows Ministry of Health, Labor and Welfare standards

## Number of fixed-term employees

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Fixed-term employees	Consolidated	Persons	—	—	990	971	897
Fixed-term employees	Santen Group in Japan *	Persons	130	112	122	106	106
Contract employees	Santen Group in Japan	Persons	163	181	181	182	193

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

## Number of users of childcare and nursing care systems

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Special leave (paid)	Maternity leave	Santen Group in Japan	Persons	21	26	24	18	20
	Nursing care leave for a preschool child	Santen Group in Japan	Persons	22	11	6	6	4
	Nursing care leave for an elderly or disabled family	Santen Group in Japan	Persons	4	0	3	3	1
Childcare leave system	Childcare leave (Female)	Santen Group in Japan	Persons	18	40	43	15	18
	Childcare leave acquisition rate (Female)	Santen Group in Japan	%	—	—	—	93.8%	120.0%
	Childcare leave (Male)	Santen Group in Japan	Persons	4	49	77	37	35
	Childcare leave acquisition rate (Male)	Santen Group in Japan	%	6.1%	67.1%	135.1%	63.8%	87.5%
	Return to work rate	Santen Group in Japan	%	100%	100%	100%	100%	98.1%
Short working-hour system for childcare	Short working hours for nursing care	Santen Group in Japan	Persons	32	31	29	21	22
Nursing-care leave system	Nursing care leave	Santen Group in Japan	Persons	0	1	1	1	0
	Short working hours for nursing care	Santen Group in Japan	Persons	0	0	0	0	0
Annual paid leave reserve system	Nursing care leave for a family member	Santen Group in Japan	Persons	75	63	37	70	79
	Nursing care leave for a child (included in above)	Santen Group in Japan	Persons	38	39	12	30	36
	Childcare leave for a child of elementary school age or younger	Santen Group in Japan	Persons	46	52	37	57	49

From FY2021, calculation methodology for childcare leave was revised.

## Annual paid leave

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Days granted	Santen Group in Japan	Days	17.9	18.8	18.0	19.8	19.8
Days taken	Santen Group in Japan	Days	10.8	15.7	11.7	11.8	13.2
Percentage of days taken	Santen Group in Japan	%	60.5%	83.5%	65.4%	59.3%	66.7%

## Volunteer leave

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of people	Santen Group in Japan	Persons	6	4	0	0	0

## Average overtime work per month

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Hours / month by person	Santen Group in Japan	Hours/month	11.9	11.2	9.2	10.5	10.7

## Occupational Safety and Health

### Number of work-related fatalities

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
All Operational Sites (Japan*)	Persons	0	0	0	0	0 ✓
Suzhou Plant (China)	Persons	0	0	0	0	0

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

### Occupational accidents in each region

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
All Operational Sites (Japan)	Number of accidents * 1,5	1	5	2	5	4
	Frequency rate * 2,5	0.24	1.20	0.54	1.38	0.56 ✓
	Severity rate * 3,5	0.005	0.015	0.001	0.025	0.083
Contractors (Japan)	Number of accidents	—	—	—	—	0
	Frequency rate * 2	—	—	—	—	0.00
Suzhou Plant (China)	Number of accidents	0	0	0	1	0
	Frequency rate	0.00	0.00	0.00	0.40	0.00
	Severity rate	0.000	0.000	0.000	0.078	0.000
Contractors (China)	Number of accidents	—	—	—	—	0
	Frequency rate * 2	—	—	—	—	0.00
Tampere Plant (Finland) * 4	Number of accidents	0	1	—	—	—
	Frequency rate	0.00	3.40	—	—	—
	Severity rate	0.000	0.010	—	—	—
Consolidated	Number of accidents	—	—	—	—	8
	Frequency rate	—	—	—	—	0.77
	Severity rate	—	—	—	—	0.038

\* 1 Number of accidents: In Japan and China 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 disasters are not included.

Scope: All employees, including part-time employees and rehired employees, and employees seconded to domestic group companies.

From FY2022, seconded employees and domestic group companies Claire Inc. and Santen Eye Care Co are included. Contract employees are not included.

Employees seconded overseas are not included from FY2022 as they are not covered by workers' compensation insurance in Japan.

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

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

\* 4 Santen's own Tampere Plant was transferred to NextPharma and necessary process has been completed on September 30, 2019.

The data for 2019 shows the data up to the transfer completion date.

\* 5 An accident that occurred in FY2021 was certified as lost time injuries in FY2022, and was added to the number of occupational accidents in FY2021 and the frequency rate of lost time injuries was revised accordingly.

## Product Development and Stable Supply

### Research and development

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
R&D expenses	Consolidated	Millions of yen	23,759	23,341	24,112	26,377	28,297
Ratio of R&D expenses to net sales	Consolidated	%	10.2%	9.7%	9.7%	9.9%	10.1%

### Product recall

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Class I * 1	Consolidated	Cases	0	0	0	0	0
Class II * 2	Consolidated	Cases	1	3	0	1	1

\* 1 Class I : Situations where the use of the product can cause serious health damage or death

\* 2 Class II : Situations where the use of the product may cause temporary or medically curable health hazards, or the risk of serious health hazards is unlikely.

### Access to healthcare

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Patients we have contributed	Consolidated	Million people	–	43	48	50	*

\* TBD

### Supply chain

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Supplier assessment rate	Consolidated	%	–	–	–	–	93.5%
Supplier training rate	Consolidated	%	–	–	–	–	87.1%
ESG education rate for procurement department staff	Consolidated	%	–	–	–	–	100%

## Stakeholder Engagement

### Freedom of association

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of union members	Non-consolidated	Persons	–	–	–	1,277	1,263
Rate of union members in the total employees	Non-consolidated	%	–	–	–	69.4%	69.9%
Number of collective bargaining rights holders	Non-consolidated	Persons	–	–	–	–	1,263
Percentage of employees with collective bargaining rights	Non-consolidated	%	–	–	–	–	100%

### Donation

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Amount of donations	Consolidated	Millions of yen	–	–	–	810	878
Rate to consolidated core operating profits	Consolidated	%	–	–	–	1.7%	2.0%

### Distribution of added value to stakeholders

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Shareholders	Consolidated	Millions of yen	–	–	–	11,998	12,611
Employees	Consolidated	Millions of yen	–	–	–	50,763	57,063
Creditors (financial institutions)	Consolidated	Millions of yen	–	–	–	249	476
Business partners	Consolidated	Millions of yen	–	–	–	143,407	152,144
Government agencies (national and local)	Consolidated	Millions of yen	–	–	–	8,427	9,184
Local communities	Consolidated	Millions of yen	–	–	–	810	870
Environment	Consolidated	Millions of yen	–	–	–	392	371

### Visitors to plant tours

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Shiga Product Supply Center	Persons	–	–	–	0	0
Noto Plant	Persons	–	–	–	24	70
Suzhou Plant	Persons	–	–	–	160	66

### Dialogue with investors and analysts

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of meetings	Times	–	–	–	–	260

## Governance Data

### Corporate governance

		Unit	CY2019.6	CY2020.6	CY2021.6	CY2022.6	CY2023.6
Structure of Board of Directors	Directors	Persons	6	6	6	8	7
	Outside directors	Persons	3	3	3	5	5
	Female directors	Persons	1	1	1	2	2
Structure of Board of Corporate Auditors	Corporate Auditors	Persons	4	4	4	4	4
	Outside Corporate Auditors	Persons	3	3	3	3	3
	Female Corporate Auditors	Persons	1	1	1	1	1
		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Meetings of the Board of Directors held		Times	17	14	14	14	13
Meetings of the Board of Corporate Auditors held		Times	10	10	10	10	11
Attendance rate for meetings of the Board of Directors (Members of the Board)		%	–	100%	100%	100%	100%
Attendance rate for meetings of the Board of Directors (Members of the Board of Corporate Auditors)		%	–	100%	100%	98%	100%
Attendance rate for the meetings of the Board of Corporate Auditors		%	100%	100%	100%	100%	100%

### Compliance

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Annual compliance education	Consolidated	%	–	–	–	99%	96%
Major compliance violations	Consolidated	Cases	–	–	–	0	0
Consultation and reporting received	Consolidated	Cases	–	–	–	45	35
Corruption or Bribery	Consolidated	Cases	–	–	–	–	0
Discrimination or Harassment	Consolidated	Cases	–	–	–	–	10
Customer Privacy Data	Consolidated	Cases	–	–	–	–	0
Conflicts of Interest	Consolidated	Cases	–	–	–	–	2
Money Laundering or Insider trading	Consolidated	Cases	–	–	–	–	0
Disciplinary actions taken	Consolidated	Cases	–	–	–	2	6
Legal actions for corruption received	Consolidated	Cases	0	0	0	0	0
Lawsuit filed due to legal violations	Consolidated	Cases	0	0	0	0	0
Breaches of client data reported to regulators	Consolidated	Cases	0	0	0	0	0
Regulatory complaints concerning marketing and selling practices	Consolidated	Cases	0	0	0	0	0

**Information security**

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Information security breaches	Consolidated	Cases	–	–	0	0	0

**Policy influence**

	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Political contributions	Non-consolidated	Millions of yen	–	–	–	4	4
Industry and business association participation fees	Non-consolidated	Millions of yen	–	–	–	50	40
Lobbying	Non-consolidated	Millions of yen	–	–	–	0	0

## Independent Assurance Report

To Representative Director of the Board, President and 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, 2022 to March 31, 2023 included in its ESG (Environment, Social and Governance) Data Year Ended March 31, 2023 (the “ESG Data”) for the fiscal year ended March 31, 2023.

### **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 ESG 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 ESG 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 ESG 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.
- Visiting one of the Company’s sites selected on the basis of a risk analysis.
- 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 ESG Data are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the ESG Data.

### **Our Independence and Quality Management**

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 Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

/s/ Shinnosuke Kayumi  
Shinnosuke Kayumi, Director  
KPMG AZSA Sustainability Co., Ltd.  
Osaka, Japan  
July 12, 2023

Notes to the Reader of Independent Assurance Report:

This is a copy of the Independent Assurance Report and the original copies are kept separately by the Company and KPMG AZSA Sustainability Co., Ltd.



**Santen**