

# ESG (Environment, Social and Governance) Data

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## Year Ended March 31, 2024

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(Independent Assurance)

The following performance indicators denoted with ✓ in FY2023 are guaranteed by the third party to improve reliability. Independent Assurance Report is posted on P22.

### 【Environment Data】

- Scope1, Scope2, Scope3 category 2 and 3
- Energy usage
- Total renewable energy usage
- Total waste disposed
- Total waste recycled/reused
- Total amount of waste reduced
- Total waste landfilled
- Total hazardous waste disposed
- Total hazardous waste recycled/reused
- Total amount of hazardous waste reduced
- Total hazardous waste landfilled
- Water usage
- Total discharge

### 【Social Data】

- Number of employees by group
- Average salary by gender
- Workplace fatality (consolidated, Japan, China)
- Occupational accident frequency rate (consolidated, Japan)

## Environmental Data

### Measures against Climate Change

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

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		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>	34,767	34,025	30,012	22,619	22,438		-0.8%
Scope1 *1	(ditto)	t-CO <sub>2</sub>	15,296	14,860	14,820	16,948	17,021	✓	0.4%
Scope2 (Market-based) *1	(ditto)	t-CO <sub>2</sub>	19,471	19,165	15,192	5,671	5,417	✓	-4.5%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	20,187	19,566	18,525	21,390	22,591	✓	5.6%
CO <sub>2</sub> emissions per unit of revenue	(ditto)	t-CO <sub>2</sub> /billion yen	144	136	113	81	74		-8.3%

\*1 The value of emission on SBT base year includes CO<sub>2</sub> 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).

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Scope1 + Scope2 (Market-based)	Noto Plant	t-CO <sub>2</sub>	13,652	13,525	12,531	5,523	5,260		-4.8%
Scope1	(ditto)	t-CO <sub>2</sub>	5,744	5,960	5,444	5,523	5,260		-4.8%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	9,021	8,960	5,834	0	0		—
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	7,908	7,566	7,087	7,261	7,016		-3.4%
Scope1 + Scope2 (Market-based)	Shiga Product Supply Center	t-CO <sub>2</sub>	7,535	7,422	7,191	5,162	5,752		11.4%
Scope1	(ditto)	t-CO <sub>2</sub>	3,388	3,478	3,420	5,162	5,752		11.4%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	2,998	2,818	2,355	0	0		—
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	4,146	3,944	3,771	6,318	8,059		27.6%
Scope1 + Scope2 (Market-based)	Nara Research and Development Center	t-CO <sub>2</sub>	4,827	4,636	4,699	2,802	2,718		-3.0%
Scope1	(ditto)	t-CO <sub>2</sub>	2,624	2,499	2,672	2,802	2,718		-3.0%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	1,592	1,527	1,398	0	0		—
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	2,203	2,137	2,027	2,141	2,099		-2.0%
Scope1 + Scope2 (Market-based)	Shimoshinjo Office	t-CO <sub>2</sub>	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)	Branch and Sales offices and others	t-CO <sub>2</sub>	2,613	1,948	2,131	2,160	1,955		-9.5%
Scope1	(ditto)	t-CO <sub>2</sub>	2,028	1,441	1,676	1,681	1,497		-10.9%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	585	507	455	479	458		-4.4%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	585	507	455	479	458		-4.4%
Scope1 + Scope2 (Market-based)	Suzhou Plant (China)	t-CO <sub>2</sub>	6,606	6,685	6,609	6,973	6,753		-3.1%
Scope1	(ditto)	t-CO <sub>2</sub>	1,513	1,482	1,608	1,781	1,795		0.8%
Scope2 (Market-based)	(ditto)	t-CO <sub>2</sub>	5,093	5,202	5,000	5,192	4,959		-4.5%
Scope2 (Location-based)	(ditto)	t-CO <sub>2</sub>	5,093	5,202	5,000	5,192	4,959		-4.5%

### Scope 3

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
1 : Purchased goods and services	The manufacturing sites in Japan	t-CO <sub>2</sub>	114,613	138,182	111,829	106,743	102,440		-4.0%
2 : Capital goods *1	All of the facilities and sales offices in Japan	t-CO <sub>2</sub>	7,600	6,781	7,393	23,574	—		—
	All of the facilities and sales offices in Japan and Santen Pharmaceutical (China) Co., Ltd	t-CO <sub>2</sub>	—	—	—	—	87,182	✓	—
3 : Fuel and energy related activities not included in Scope1 and Scope2 *2	All of the facilities and sales offices in Japan (Excluding emissions from procurement of fuel and energy other than electricity)	t-CO <sub>2</sub>	2,103	2,189	1,672	64	—		—
	All of the facilities and sales offices in Japan (Including emissions from procurement of fuel and energy other than electricity)	t-CO <sub>2</sub>	—	—	—	—	3,189	✓	—
4 : Transportation and distribution (Upstream)	(ditto)	t-CO <sub>2</sub>	763	565	517	533	504		-5.6%
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>	489	446	316	332	302		-9.0%
6 : Business travel	Japan	t-CO <sub>2</sub>	2,041	339	609	952	1,600		68.0%
7 : Employee commuting	(ditto)	t-CO <sub>2</sub>	1,485	1,247	830	982	1,025		4.4%
1 2 : End-of-life treatment of sold products	(ditto)	t-CO <sub>2</sub>	207	208	220	271	338		24.6%
Total *3		t-CO <sub>2</sub>	129,300	149,957	123,386	133,451	196,579		47.3%
CO <sub>2</sub> emissions per unit of revenue		t-CO <sub>2</sub> /billion yen	784	887	711	752	1,119		48.8%

\*1 Santen Pharmaceutical (China) Co., Ltd has been included in the boundary from FY2023.

\*2 Emission decreased due to an increase in the use of renewable energy and electricity derived from renewable energy sources in FY2022. Emissions from procurement of fuel and energy other than electricity has been added from FY2023.

\*3 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

<b>Scope1</b>	<p><b>CO<sub>2</sub>emissions associated with fuel use</b></p> <p>【Calculation method】Calculated based on fuel consumption x heating value per unit x fuel CO<sub>2</sub>emission factor</p> <p>【Emission factor】</p> <p>Japan: Other than City gas: Emission factors based on the "Greenhouse Gas Emission Calculation, Reporting, and Publication System" (Ministry of the Environment). City gas: Emission factors deemed appropriate based on actual measurements or Emission factor published by the Minister of the Environment and the Minister of Economy, Trade and Industry as alternative values.</p> <p>China : Electricity : Emission factor of "企业温室气体排放核算方法与报告指南 发电设施(2022年修订版) " (China Environmental Environment Department)</p>
<b>Scope2</b>	<p><b>CO<sub>2</sub> emissions from the purchase of electricity and heat</b></p> <p>【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.</p> <p>【Emission factor】</p> <p>Japan : Electricity &amp; Heat : Emission factor based on "Greenhouse gas emission calculation / reporting / publication system" (Ministry of the Environment)</p> <p>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" or "企业温室气体排放核算方法与报告指南 发电设施(2022年修订版) " (China Environmental Environment Department)</p>
<b>Scope3</b>	<p><b>Scope3 CO<sub>2</sub> emissions through the supply chain</b></p> <p>【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).</p> <p>【Emission factor】</p> <ul style="list-style-type: none"> <li>•Category 1 : Emissions associated with the purchase of raw materials / materials</li> </ul> <p>[5] Input-output table-based emission intensity</p> <p>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.</p> <ul style="list-style-type: none"> <li>•Category 2 : Emissions associated with the capital goods</li> </ul> <p>[6] Emission intensity per price of capital goods &lt;Secretariat&gt; 06-0260 Emission intensity of pharmaceutical products</p> <ul style="list-style-type: none"> <li>•Category 3 : Emissions associated with the procurement of fuel required to generate electricity for purchased electricity</li> </ul> <p>[7] Emission intensity per unit of electricity / heat consumption &lt;Secretariat&gt; Emission intensity of electricity, emission intensity of heavy oil A, LPG, city gas, gasoline and light oil based on "IDEA v2"</p> <ul style="list-style-type: none"> <li>•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.</li> <li>•Category 5 : Emissions associated with the disposal of discharged industrial waste</li> </ul> <p>[8] Emission intensity by waste type / treatment method Emission intensity by waste type of &lt;Secretariat&gt;</p> <ul style="list-style-type: none"> <li>•Category 6 : Emissions associated with employee business trips, etc.</li> </ul> <p>[11] Emissions per unit of transportation expenses &lt;Secretariat&gt; and [12] Emissions per number of nights &lt;Secretariat&gt;Emission intensity</p> <ul style="list-style-type: none"> <li>•Category 7 : Emissions associated with employee commuting</li> </ul> <p>[11] Emissions per unit of transportation expenses &lt;Secretariat&gt; Emissions and emissions associated with the use of gasoline for commuting by car</p> <ul style="list-style-type: none"> <li>•Category 12 : Emissions due to obligation to re-commercialize under the Containers and Packaging Recycling Law</li> </ul> <p>[9] Emission intensity by waste type &lt;Secretariat&gt; Applicable emission intensity such as waste brass and waste paper</p>

## Energy usage trend

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Energy usage*1	GJ	651,669	610,368	635,562	746,317	717,550	✓	-3.9%
Energy usage per unit of revenue	GJ/billion yen	2,698	2,445	2,387	2,675	2,376		-11.2%
Purchased renewable energy *2	GJ	—	—	—	351,615	338,792		-3.6%

\*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.

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Energy usage	Noto Plant	GJ	248,878	250,863	237,273	241,908	212,774		-12.0%
	Shiga Product Supply Center	GJ	153,698	154,389	151,794	242,776	271,812		12.0%
	Nara Research and Development Center	GJ	97,865	95,696	98,028	103,008	94,798		-8.0%
	Shimoshinjo Office	GJ	5,333	4,624	4,171	—	—		—
	Branch and Sales offices and others *1	GJ	4,050	3,099	35,380	36,158	31,097		-14.0%
	Suzhou Plant (China)	GJ	106,503	101,698	108,916	122,467	107,070		-12.6%
	Tampere Plant (Finland)	GJ	35,342	—	—	—	—		—

\*1 From 2021, gasoline for domestic sales vehicles has been added.

## Renewable energy trend

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Solar energy generation *1	Nara Research and Development Center and Suzhou Plant (China)	MWh	12	12	12	12	1,386		11607.0%
Purchased renewable energy *2	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center	MWh	1,591	—	6,547	36,220	39,212		8.3%
Total		MWh	1,603	12	6,559	36,232	40,598	✓	12.1%

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

\*2 Not deducted from energy usage

## Reducing our Environmental Impact

### Waste reduction and recycling trend \*1

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Total waste disposed *2	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	3,201	2,985	2,702	3,025	2,724	✓	-9.9%
Total waste recycled/ reused *2	(ditto)	tons	2,622	2,527	2,267	2,575	2,114	✓	-17.9%
Amount of waste reduced *3	(ditto)	tons	395	431	421	29	42	✓	41.6%
Waste landfilled *4	(ditto)	tons	107	9.5	14	17	11	✓	-33.5%
Recycling rate *5	(ditto)	%	81.9%	84.7%	83.9%	85.1%	77.6%		-7.6ppt
Recycling rate (Non-landfill disposal rate) *6	(ditto)	%	96.7%	99.7%	99.5%	99.5%	99.6%		0.1ppt
Waste disposal per unit of revenue	(ditto)	tons/billion yen	13.3	12.0	10.1	10.8	9.0		-16.8%

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Thermal recycling amount *7	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	377	366	243	582	425		-27.1%
Material recycling amount	(ditto)	tons	2,245	2,161	2,025	1,993	1,689		-15.2%
Waste incinerated without energy recovery	(ditto)	tons	366	407	416	433	558		28.9%
Recycling rate (excluding thermal recycling) *8	(ditto)	%	70.1%	72.4%	74.9%	65.9%	62.0%		-3.9ppt

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Total waste disposed	Noto Plant	tons	1,865	1,716	1,649	1,777	1,309		-26.3%
Total waste recycled/ reused	(ditto)	tons	1,865	1,716	1,649	1,777	1,309		-26.3%
Waste landfilled	(ditto)	tons	0.1	0.1	0.1	0.1	0.1		42.9%
Total waste disposed	Shiga Product Supply Center	tons	743	837	668	767	899		17.2%
Total waste recycled/ reused	(ditto)	tons	377	430	273	365	402		10.1%
Waste landfilled	(ditto)	tons	0.0	0.0	0.0	0.0	0.0		—
Total waste disposed	Nara Research and Development Center	tons	80	54	63	54	81		49.4%
Total waste recycled/ reused	(ditto)	tons	78	52	61	52	46		-12.3%
Waste landfilled	(ditto)	tons	0.1	0.1	0.1	0.1	1.1		949.9%
Total waste disposed	Suzhou Plant (China) *9	tons	179	248	153	316	273		-13.6%
Total waste recycled/ reused	(ditto)	tons	75	220	118	271	197		-27.1%
Waste landfilled	(ditto)	tons	104.0	9.2	13.4	16.3	9.1		-44.3%
Total waste disposed	Shimoshinjo·Umeda Office	tons	99	130	169	110	162		46.8%
Total waste recycled/ reused	(ditto)	tons	90	126	166	110	159		44.8%
Waste landfilled	(ditto)	tons	0.2	0.2	0.1	0.0	0.6		—

\*1 The aggregation method has been revised and the figures have been retroactively adjusted for FY2022.

\*2 Including valuable materials. \*3 Amount not effectively used and reduced by intermediate treatment such as dewatering \*4 Total amount of residual waste landfilled after incineration and waste directly landfilled

\*5 (Total waste recycled/ reused) / Total waste disposed \*6 Target for Santen Vision for the Earth 2050 \*7 The figures have been retroactively adjusted for FY2019 and beyond

\*8 (Total waste recycled/ reused - Thermal recycling amount) / Total waste disposed

\*9 The aggregation method has been revised and the figures have been retroactively adjusted for FY2022.

**Hazardous Waste \*1**

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
<b>Total *2</b>									
Total waste disposed	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	—	165	90	265	193	✓	-27.2%
Total waste recycled/ reused	(ditto)	tons	—	—	64	224	119	✓	-46.8%
Amount of waste reduced *3	(ditto)	tons	—	—	22	0.05	0.43	✓	760.0%
Waste landfilled *4	(ditto)	tons	—	—	4	12	8	✓	-39.1%
Thermal recycling amount	(ditto)	tons	—	—	64	224	112		-49.9%
Material recycling amount	(ditto)	tons	—	—	0	0	7		—
Waste incinerated without energy recovery	(ditto)	tons	—	—	0	29	66		130.6%
Hazardous waste disposal per unit of revenue	(ditto)	tons /billion yen	—	0.66	0.34	0.95	0.64		-32.7%
<b>Japan (Specially controlled industrial waste emissions) *2</b>									
Total waste disposed	Shimoshinjo/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center	tons	—	13	20	19	18		-4.4%
Total waste recycled/ reused	(ditto)	tons	—	—	20	18	18		-2.4%
Amount of waste reduced *3	(ditto)	tons	—	—	0	0	0.38		—
Waste landfilled *4	(ditto)	tons	—	—	0	0	0		—
Thermal recycling amount	(ditto)	tons	—	—	20	18	11		-40.4%
Material recycling amount	(ditto)	tons	—	—	0	0	7		—
Waste incinerated without energy recovery	(ditto)	tons	—	—	0	0.4	0.2		-48.1%
<b>China (hazardous waste) *2</b>									
Total waste disposed	Suzhou Plant (China)	tons	—	152	70	246	175		-29.0%
Total waste recycled/ reused	(ditto)	tons	—	—	44	206	101		-50.7%
Amount of waste reduced *3	(ditto)	tons	—	—	22	0.05	0.05		0.0%
Waste landfilled *4	(ditto)	tons	—	—	4	12	8		-39.2%
Thermal recycling amount	(ditto)	tons	—	—	44	206	101		-50.7%
Material recycling amount	(ditto)	tons	—	—	0	0	0		—
Waste incinerated without energy recovery	(ditto)	tons	—	—	0	28	66		133.0%

\*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 Japan : The aggregation method has been revised and the figures have been retroactively adjusted for FY2022.

China : We confirmed the treatment status of the waste disposal contractor and the breakdown has been retroactively revised for FY2022.

\*3 Amount not effectively used and reduced by intermediate treatment such as dewatering

\*4 Total amount of residual waste landfilled after incineration and waste directly landfilled

**Air pollutants emissions trend and substances handled**

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
SOx(sulfur oxides)*1,2	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	1.8	1.3	1.5	1.5	0.6		-56.8%
NOx(nitrogen oxides) *1,2	(ditto)	tons	3.9	4.4	4.2	4.2	10.3		147.3%
VOC(volatile organic compounds) handled	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center	tons	46	42	45	48	60		24.0%

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

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

**Water pollutants emissions trend**

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
BOD(biochemical oxygen demand)*1,2	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	8.8	4.8	3.4	3.4	3.3		-3.0%
COD(chemical oxygen demand) *1,2	(ditto)	tons	7.1	4.5	4.8	4.2	3.6		-14.1%

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

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



## Water usage trend

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		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))	thousand m <sup>3</sup>	588	542	521	612	562	✓	-8.2%
Tap water	(ditto)	thousand m <sup>3</sup>	154	112	125	149	129		-13.8%
Industrial water	(ditto)	thousand m <sup>3</sup>	96	104	89	142	152		7.2%
Groundwater	(ditto)	thousand m <sup>3</sup>	338	326	307	321	281		-12.4%
Water usage per unit of revenue	(ditto)	thousand m <sup>3</sup> /billion yen	2.4	2.2	2.0	2.2	1.9		-15.0%
Water usage per production quantity *1	(ditto)	m <sup>3</sup> /ten thousand units	12.4	12.1	13.4	14.7	12.9		-12.6%
Total discharge	(ditto)	thousand m <sup>3</sup>	430	406	417	543	499	✓	-8.1%
Total water consumption	(ditto)	thousand m <sup>3</sup>	158	136	104	69	63		-9.3%

\*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>/ten thousand units.

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Usage	Noto Plant	thousand m <sup>3</sup>	343	332	313	327	286		-12.4%
Discharge	(ditto)	thousand m <sup>3</sup>	296	281	268	286	249		-12.7%
Consumption	(ditto)	thousand m <sup>3</sup>	47	51	45	42	37		-10.5%
Usage	Shiga Product Supply Center	thousand m <sup>3</sup>	93	111	99	170	169		-0.8%
Discharge	(ditto)	thousand m <sup>3</sup>	93	92	92	171	177		3.6%
Consumption	(ditto)	thousand m <sup>3</sup>	0	19	7	-1	-8		904.4%
Usage	Nara Research and Development Center	thousand m <sup>3</sup>	52	44	45	47	52		10.4%
Discharge	(ditto)	thousand m <sup>3</sup>	38	31	32	32	37		16.4%
Consumption	(ditto)	thousand m <sup>3</sup>	14	13	13	15	14		-2.6%
Usage	Branch and Sales offices and others	thousand m <sup>3</sup>	2.9	2.1	1.7	0.2	0.2		8.4%
Discharge	(ditto)	thousand m <sup>3</sup>	2.9	2.1	1.6	0.0	0.0		0.0%
Consumption	(ditto)	thousand m <sup>3</sup>	0.0	0.0	0.1	0.1	0.1		9.9%
Usage	Suzhou Plant (China)	thousand m <sup>3</sup>	61	53	62	68	55		-19.6%
Discharge	(ditto)	thousand m <sup>3</sup>	—	—	23	54	35		-35.2%
Consumption	(ditto)	thousand m <sup>3</sup>	—	—	39	14	20		41.7%

## PRTR substances handled

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		Y/Y
Methylnaphthalene	All of the facilities and sales offices in Japan	tons	23.3	22.3	20.4	20.6	19.4		-5.8%
Boron compounds	(ditto)	tons	0.7	0.6	0.6	1.5	0.6		-57.8%
Xylene	(ditto)	tons	0.2	0.4	0.3	0.1	0.2		83.0%

## PCB storage

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.

## Prevention of environmental pollution

We comply with the regulations of the local governments in which our plants and Research and Development Center are located in Japan.

## Social Data

### Basic employee data

Scope: 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 scope of each item.

#### Number of employees

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Total	Consolidated	Persons	4,108	4,229	4,315	4,144	3,744	
Total	Non-consolidated	Persons	1,840	1,872	1,839	1,807	1,676	
Male	Non-consolidated	Persons	1,395	1,410	1,384	1,348	1,220	
Female	Non-consolidated	Persons	445	462	455	459	456	

#### Number of employees by gender and rank

		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Executive	Male	Consolidated	Persons	—	—	18	15	14	✓
	Female	Consolidated	Persons	—	—	3	6	5	✓
Director	Male	Consolidated	Persons	—	—	210	203	181	✓
	Female	Consolidated	Persons	—	—	92	92	83	✓
Manager	Male	Consolidated	Persons	—	—	581	515	461	✓
	Female	Consolidated	Persons	—	—	382	371	356	✓
General employee	Male	Consolidated	Persons	—	—	1,668	1,637	1,437	✓
	Female	Consolidated	Persons	—	—	1,361	1,305	1,207	✓

#### Average length of service

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Total	Consolidated	Years	—	10.5	10.4	10.5	10.7	
Male	Consolidated	Years	—	12.5	12.3	12.5	12.7	
Female	Consolidated	Years	—	7.7	7.8	7.9	8.1	
Total	Non-consolidated	Years	15.8	16.3	16.8	17.2	16.8	
Male	Non-consolidated	Years	16.3	16.8	17.4	17.8	17.5	
Female	Non-consolidated	Years	14.1	14.5	15.1	15.3	14.9	

#### Average age of employees

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Total	Consolidated	Years old	—	41.8	42.2	42.7	42.4	
Male	Consolidated	Years old	—	42.9	43.2	43.8	43.3	
Female	Consolidated	Years old	—	40.3	40.8	41.3	41.1	
Total	Non-consolidated	Years old	42.9	43.5	44.0	44.3	43.8	
Male	Non-consolidated	Years old	43.5	44.0	44.5	44.8	44.3	
Female	Non-consolidated	Years old	41.3	41.7	42.3	42.8	42.3	

## Number of newly hired employees

Boundary			Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total			Persons	554	580	702	375	385
China			Persons	159	198	249	105	109
Asia			Persons	92	59	74	62	69
EMEA*1			Persons	143	109	144	117	113
Americas			Persons	43	116	129	24	13
Japan			Persons	117	98	106	67	81
New-graduate recruits	Total	Non-consolidated	Persons	24	19	24	36	23
	Male	Non-consolidated	Persons	11	10	17	21	12
	Female	Non-consolidated	Persons	13	9	7	15	11
Mid-career recruits	Total	Non-consolidated	Persons	92	77	64	31	58
	Male	Non-consolidated	Persons	64	46	43	20	39
	Female	Non-consolidated	Persons	28	31	21	11	19
Rate of open positions filled by internal candidates*2		Consolidated	%	—	—	9.50	9.98	12.73
Average hiring cost		Consolidated	Thousand yen	—	—	652	664	577

\*1: Europe, the Middle East and Africa

\*2: Percentage of open slots filled from within the company

## Employee turnover \*1

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Number of turnover *2	Persons	—	89	126	128	289
	Turnover rate *2	%	—	4.4%	6.4%	6.6%	16.8%
China	Number of turnover	Persons	—	185	255	171	158
	Turnover rate	%	—	23.5%	32.4%	23.6%	22.5%
Asia	Number of turnover	Persons	—	72	71	79	69
	Turnover rate	%	—	18.5%	17.6%	20.5%	17.9%
EMEA	Number of turnover	Persons	—	90	117	124	138
	Turnover rate	%	—	13.2%	15.6%	16.5%	18.7%
Americas	Number of turnover	Persons	—	58	73	78	169
	Turnover rate	%	—	17.1%	17.8%	22.2%	86.2%
Total	Number of turnover	Persons	—	494	642	580	823
	Turnover rate	%	—	12.0%	14.9%	14.0%	22.0%

\*1 The number of employees who retired between April and March of each year (including contract employees).

\*2 Early retirement program in FY2023

## Employee turnover \*1

		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total	Number of turnover	Non-consolidated	Persons	58	55	85	114	253
	Turnover rate	Non-consolidated	%	3.2%	2.9%	4.6%	6.3%	15.1%
	Number of voluntary turnover	Non-consolidated	Persons	58	49	75	88	85
	Voluntary turnover	Non-consolidated	%	3.2%	2.6%	4.1%	4.9%	5.1%
Male	Number of turnover	Non-consolidated	Persons	43	42	63	79	200
	Turnover rate	Non-consolidated	%	3.1%	3.0%	4.6%	5.9%	16.4%
	Number of voluntary turnover	Non-consolidated	Persons	43	39	57	64	64
	Voluntary turnover	Non-consolidated	%	3.1%	2.8%	4.1%	4.7%	5.3%
Female	Number of turnover	Non-consolidated	Persons	15	13	22	35	53
	Turnover rate	Non-consolidated	%	3.4%	2.8%	4.8%	7.6%	11.6%
	Number of voluntary turnover	Non-consolidated	Persons	15	10	18	24	21
	Voluntary turnover	Non-consolidated	%	3.4%	2.2%	4.0%	5.2%	4.6%

\*1 Early retirement program in FY2023

## Reemployment

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Reemployment applicant	Non-consolidated	Persons	15	31	21	17	6
Re-employee	Non-consolidated	Persons	15	29	21	17	6
Reemployment rate	Non-consolidated	%	100%	100%	100%	100%	100%

## Average remuneration

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Mean Employee Compensation	Consolidated	Thousand yen	—	—	—	—	10,459
Mean Employee Compensation	Non-consolidated	Thousand yen	8,228	8,269	8,512	9,019	8,726
Median Employee Compensation	Consolidated	Thousand yen	—	—	—	—	7,926
Median Employee Compensation	Non-consolidated	Thousand yen	—	—	—	—	8,149

## Human Resource Development

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
The aggregate length of training sessions *1	Consolidated	Hours	—	—	48,612	93,384	58,613
Average hours per FTE of training and development *1	Consolidated	Hours	—	—	—	—	15.7
Investment in training	Consolidated	Millions of yen	—	—	277	213	230
Average amount spent per FTE on training and development	Consolidated	Thousand yen	—	—	—	—	61

\*1 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 \*1

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Japan	Persons	1,994	2,004	1,968	1,930	1,722	
China	Persons	808	790	787	725	703	
Asia	Persons	382	396	403	385	386	
EMEA	Persons	667	690	748	752	737	
Americas	Persons	257	349	409	352	196	
Santen Group	Persons	4,108	4,229	4,315	4,144	3,744	

\*1 Calculated based on the new global personnel database from FY2020.

### Employees by gender

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Ratio of female	Consolidated	%	—	42.2%	42.6%	42.8%	44.1%	
Ratio of female	Santen Group in Japan *1	%	24.2%	24.7%	24.7%	25.8%	27.5%	
STEM-related positions (R&D)	Consolidated	%	—	—	—	—	52.6%	

\*1 Non-consolidated until FY2021

### Females in managerial positions

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Executive		%	9.1%	12.0%	14.3%	28.6%	26.3%	
Director and manager	Consolidated	%	—	38.4%	37.1%	39.0%	40.4%	
Director and manager	Santen Group in Japan*1	%	12.6%	12.2%	13.6%	16.9%	19.0%	
Revenue-generating functions *2	Consolidated	%	—	—	—	—	39.9%	

\*1 Non-consolidated until FY2021

\*2 Divisions other than corporate functions

### Average annual salary by gender and rank \*1

		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Total	Male	Consolidated	Thousand yen	—	—	—	10,408	10,642	
	Female	Consolidated	Thousand yen	—	—	—	9,606	9,714	
Manager	Male	Consolidated	Thousand yen	—	—	15,686	17,951	18,530	✓
	Female	Consolidated	Thousand yen	—	—	14,916	17,946	17,965	✓
General employee	Male	Consolidated	Thousand yen	—	—	6,647	7,100	7,118	✓
	Female	Consolidated	Thousand yen	—	—	6,052	6,647	6,711	✓
Total	Male	Santen Group in Japan	Thousand yen	—	—	—	9,380	9,082	
	Female	Santen Group in Japan	Thousand yen	—	—	—	7,419	7,324	
Manager	Male	Santen Group in Japan	Thousand yen	—	—	—	13,945	13,739	
	Female	Santen Group in Japan	Thousand yen	—	—	—	13,063	13,025	
General employee	Male	Santen Group in Japan	Thousand yen	—	—	—	7,904	7,505	
	Female	Santen Group in Japan	Thousand yen	—	—	—	6,526	6,267	
Permanent worker	Male	Santen Group in Japan	Thousand yen	—	—	—	9,568	9,139	
	Female	Santen Group in Japan	Thousand yen	—	—	—	7,610	7,460	
Part-time and non-regular workers	Male	Santen Group in Japan	Thousand yen	—	—	—	6,663	7,632	
	Female	Santen Group in Japan	Thousand yen	—	—	—	2,802	3,178	

\*1 Executive compensation and stock options are excluded.

### Wage Gender Differences \*1

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Total	Consolidated	%	—	—	—	92.3%	91.3%	
Manager	Consolidated	%	—	—	—	100.0%	97.0%	
General employee	Consolidated	%	—	—	—	93.6%	94.3%	
Total	Santen Group in Japan	%	—	—	—	79.1%	80.6%	
Manager	Santen Group in Japan	%	—	—	—	93.7%	94.8%	
General employee	Santen Group in Japan	%	—	—	—	82.6%	83.5%	
Permanent worker	Santen Group in Japan	%	—	—	—	79.5%	81.6%	
Part-time and non-regular workers	Santen Group in Japan	%	—	—	—	42.1%	41.6%	

\*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

	Boundary	Unit	CY2020.6	CY2021.6	CY2022.6	CY2023.6	CY2024.6	
People with disabilities *1	Santen Group in Japan	Persons	54	59	59	54	52	
Rate of people with disabilities *1	Santen Group in Japan	%	2.62%	2.88%	2.93%	2.80%	2.97%	
(Reference) Visually impaired people (actual number)	Santen Group in Japan	Persons	—	—	5	5	4	
			FY2019	FY2020	FY2021	FY2022	FY2023	
People with disabilities	Italy	Persons	—	—	—	—	4	
Rate of people with disabilities	Italy	%	—	—	—	—	5.00%	
People with disabilities	Germany	Persons	—	—	—	—	2	
Rate of people with disabilities	Germany	%	—	—	—	—	2.80%	
People with disabilities	France	Persons	—	—	—	—	3	
Rate of people with disabilities	France	%	—	—	—	—	5.62%	

\*1 Follows Ministry of Health, Labor and Welfare standards

### Number of fixed-term employees

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Fixed-term employees	Consolidated	Persons	—	990	971	897	820	
Fixed-term employees	Santen Group in Japan *1	Persons	112	122	106	106	58	
Contract employees	Santen Group in Japan	Persons	181	181	182	193	205	

\*1 Including the number of seconded employees to outside of group companies.

## Number of users of childcare and nursing care systems

		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Special leave (paid)	Maternity leave	Santen Group in Japan	Persons	26	24	18	20	14
	Nursing care leave for a preschool child	Santen Group in Japan	Persons	11	6	6	4	2
	Nursing care leave for an elderly or disabled family	Santen Group in Japan	Persons	0	3	3	1	1
Childcare leave system *1	Childcare leave (Female)	Santen Group in Japan	Persons	40	43	15	18	11
	Childcare leave acquisition rate (Female)	Santen Group in Japan	%	—	—	93.8%	120.0%	110.0%
	Childcare leave (Male)	Santen Group in Japan	Persons	49	77	37	35	25
	Childcare leave acquisition rate (Male)	Santen Group in Japan	%	67.1%	135.1%	63.8%	87.5%	80.6%
	Return to work rate	Santen Group in Japan	%	100%	100%	100%	98.1%	97.9%
Short working-hour system for childcare	Short working hours for nursing care	Santen Group in Japan	Persons	31	29	21	22	27
Nursing-care leave system	Nursing care leave	Santen Group in Japan	Persons	1	1	1	0	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	63	37	70	79	49
	Nursing care leave for a child (included in above)	Santen Group in Japan	Persons	39	12	30	36	37
	Childcare leave for a child of elementary school age or younger	Santen Group in Japan	Persons	52	37	57	49	60
Family-related leave *2	Rate of employees entitled to take family-related leaves	EMEA	%	—	—	—	—	100%
	Rate of employees that took family-related leaves	EMEA	%	—	—	—	—	5.2%
	Rate of female that took family-related leaves	EMEA	%	—	—	—	—	60.5%
	Rate of male that took family-related leaves	EMEA	%	—	—	—	—	39.5%

\*1 From FY2021, calculation methodology for childcare leave was revised.

\*2 Family-related leave is in accordance with CSRD standards

## Annual paid leave

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Days granted	Santen Group in Japan	Days	18.8	18.0	19.8	19.8	19.2
Days taken	Santen Group in Japan	Days	15.7	11.7	11.8	13.2	12.9
Percentage of days taken	Santen Group in Japan	%	83.5%	65.4%	59.3%	66.7%	68.4%

## Volunteer leave

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of people	Santen Group in Japan	Persons	4	0	0	0	1

## Average overtime work per month

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Overtime per person	Santen Group in Japan	Hours/month	11.2	9.2	10.5	10.7	10.8

## Occupational Safety and Health

### Number of work-related fatalities

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
All Operational Sites (Japan *1)	Persons	0	0	0	0	0	✓
Suzhou Plant (China)	Persons	0	0	0	0	0	✓
Consolidated	Persons	0	0	0	0	0	✓

\*1 Contractors are not included. Excludes Claire Co., Ltd. and Santen Eye Care Co., Ltd.

### Occupational accidents in each region

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
All Operational Sites (Japan)	Number of accidents *1,5	Cases	5	2	5	4	2	
	Frequency rate *2,5		1.20	0.54	1.38	0.56	0.59	✓
	Severity rate *3,5		0.015	0.001	0.025	0.083	0.010	
Contractors (Japan)	Number of accidents	Cases	—	—	—	0	0	
	Frequency rate *2		—	—	—	0.00	0.00	
Suzhou Plant (China)	Number of accidents	Cases	0	0	1	0	1	
	Frequency rate		0.00	0.00	0.40	0.00	0.40	
	Severity rate		0.000	0.000	0.078	0.000	0.063	
Contractors (China)	Number of accidents	Cases	—	—	—	0	0	
	Frequency rate *2		—	—	—	0.00	0.00	
Tampere Plant (Finland) *4	Number of accidents	Cases	1	—	—	—	—	
	Frequency rate		3.40	—	—	—	—	
	Severity rate		0.010	—	—	—	—	
Consolidated	Number of accidents	Cases	—	—	—	8	4	
	Frequency rate *2,6		—	—	—	0.77	0.56	✓
	Severity rate		—	—	—	0.038	0.017	

\*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.

\*6 Santen Italy S.r.l. and Sweden (FI Oy) are not included because the aggregation system is still being developed.



## Health and Productivity Management

		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Presenteeism*1		Santen Group in Japan*2	%	—	—	83.0%	84.0%	85.0%
The Brief Job Stress Questionnaire*3	Examination rate	Santen Group in Japan	%	93.7%	91.9%	88.1%	90.1%	88.5%
	High stress rate	Santen Group in Japan	%	9.9%	7.9%	10.3%	10.3%	10.0%
Employee Engagement	Engagement score*4	Consolidated	%	—	—	—	64%	64%
	Response rate	Consolidated	%	—	—	—	73%	93%

\*1 Activity (productivity) indices related to "work performance, quality, and quantity" derived from the database of Humange, Inc., the company that commissioned the stress check survey table

\*2 Including employees seconded to overseas branches

\*3 Since we highly focus on employee's mental health, we put not only the industrial physician, required by law, but also the public health nurse at each sites as well as the EAP service so that employees have easier access to health advice/services.

\*4 Employee Engagement survey under globally uniform standards since FY2023

## Product Development and Stable Supply

### Research and Development

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
R&D expenses	Consolidated	Millions of yen	23,341	24,112	26,377	28,297	25,419	
Ratio of R&D expenses to net sales	Consolidated	%	9.7%	9.7%	9.9%	10.1%	8.4%	

### Product Recall

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Class I *1	Consolidated	Cases	0	0	0	0	0	
Class II *2	Consolidated	Cases	3	0	1	1	0	

\*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

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Patients we have contributed	Consolidated	Million people	43	48	50	50	*1	

\*1 TBD

### Supply Chain

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Supplier assessment rate	Consolidated	%	—	—	—	93.5%	95.8%	
Supplier training rate	Consolidated	%	—	—	—	87.1%	96.0%	
ESG education rate for procurement department staff	Consolidated	%	—	—	—	100%	100%	

## Stakeholder Engagement

### Freedom of Association

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of union members	Non-consolidated	Persons	—	—	1,277	1,263	1,180
Rate of union members in the total employees	Non-consolidated	%	—	—	69.4%	69.9%	70.4%
Number of collective bargaining rights holders	Non-consolidated	Persons	—	—	—	1,263	1,180
Percentage of employees with collective bargaining rights	Non-consolidated	%	—	—	—	100%	100%
Rate of employees covered by collective bargaining agreements	France	%	—	—	—	—	100%
	Finland	%	—	—	—	—	100%
	Italy	%	—	—	—	—	100%

### Donation

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Amount of donations	Consolidated	Millions of yen	—	—	810	878	796
Rate to consolidated core operating profits	Consolidated	%	—	—	1.7%	2.0%	1.3%

### Distribution of Added Value to Stakeholders

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Shareholders	Consolidated	Millions of yen	—	—	11,998	12,611	11,881
Employees *1	Consolidated	Millions of yen	—	—	50,763	39,026	37,990
Creditors (financial institutions)	Consolidated	Millions of yen	—	—	249	476	831
Business partners *1	Consolidated	Millions of yen	—	—	143,407	170,181	176,795
Government agencies (national and local)	Consolidated	Millions of yen	—	—	8,427	9,184	3,171
Local communities	Consolidated	Millions of yen	—	—	810	870	796
Environment	Non-consolidated	Millions of yen	—	—	392	371	281

\*1 The aggregation method has been revised and the figures have been retroactively adjusted for FY2022.

### Visitors to Plant Tours

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Shiga Product Supply Center	Persons	—	—	0	0	68
Noto Plant	Persons	—	—	24	70	120
Suzhou Plant	Persons	—	—	160	66	104

### Dialogue with investors and analysts

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of meetings (approx.)	Times	—	—	—	260	280

## Governance Data

### Corporate Governance

	Boundary	Unit	CY2020.6	CY2021.6	CY2022.6	CY2023.6	CY2024.6
Structure of Board of Directors	Directors	Persons	6	6	8	7	8
	Outside directors	Persons	3	3	5	5	4
	Female directors	Persons	1	1	2	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	FY2019	FY2020	FY2021	FY2022	FY2023
Meetings of the Board of Directors held		Times	14	14	14	13	13
Meetings of the Board of Corporate Auditors held		Times	10	10	10	11	10
Attendance rate for meetings of the Board of Directors (Members of the Board)		%	100%	100%	100%	100%	98%
Attendance rate for meetings of the Board of Directors (Members of the Board of Corporate Auditors)		%	100%	100%	98%	100%	98%
Attendance rate for the meetings of the Board of Corporate Auditors		%	100%	100%	100%	100%	100%
CEO compensation		Thousands of yen					191,000
CEO-to-employee pay ratio *1	Consolidated	Times					18.3

\*1 Please refer to Social data for average remuneration of employees

### Compliance

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Annual compliance education	Consolidated	%	—	—	98.8%	95.5%	99.9%
Major compliance violations	Consolidated	Cases	—	—	0	0	0
Consultation and reporting received	Consolidated	Cases	—	—	45	35	45
Corruption or Bribery	Consolidated	Cases	—	—	—	0	1
Discrimination or Harassment	Consolidated	Cases	—	—	—	10	25
Customer Privacy Data	Consolidated	Cases	—	—	—	0	0
Conflicts of Interest	Consolidated	Cases	—	—	—	2	1
Money Laundering or Insider trading	Consolidated	Cases	—	—	—	0	0
Others			—	—	—	23	18
Disciplinary actions taken	Consolidated	Cases	—	—	2	6	16
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	1

**Information Security**

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Information security breaches	Consolidated	Cases	—	0	0	0	0

**Policy Influence**

	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Political contributions	Non-consolidated	Millions of yen	—	—	4	4	4
Industry and business association participation fees	Non-consolidated	Millions of yen	—	—	50	40	50
Lobbying	Non-consolidated	Millions of yen	—	—	0	0	0

# Revenues, Income tax paid, etc. by Country \*1

(Year Ended March 31, 2023)

(Unit: million yen, employees)

Country	Revenues	Profit(Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year	Number of employees
Japan	202,963	27,246	8,154	9,059	1,929
Switzerland	70,248	-19,041	50	68	176
China	27,887	407	1,866	298	725
Finland	19,479	530	131	116	190
Singapore	14,965	3,847	107	-172	140
South Korea	12,581	1,876	289	375	88
Other	73,024	-42,424	460	768	896
Total	421,147	-27,560	11,057	10,512	4,144

\*1 The above amounts are based on the statutory "Country-by-Country Report (CbCR)" and differ from the Consolidated Financial Statements. The amount of revenue includes not only operating revenue, but also financial income, dividends received, and gains on sales of securities/fixed assets.

## 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, 2023 to March 31, 2024 included in its ESG (Environment, Social and Governance) Data Year Ended March 31, 2024 (the “ESG Data”) for the fiscal year ended March 31, 2024.

### 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, Partner  
KPMG AZSA Sustainability Co., Ltd.  
Osaka, Japan  
July 17, 2024

### 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.

