SANTEN PHARMACEUTICAL CO., LTD.

ESG(Environment, Social and Governance)Data

Year Ended March 31, 2025

〈Independent Assurance〉
- The following performance indicators denoted with ☑ in FY2024 are guaranteed by the third party to improve reliability.
- Independent Assurance Report is posted on the end of data book.

【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
- Number of work-related fatalities (consolidated, Japan, China)
- Occupational accident frequency rate (consolidated, Japan)

Environmental Data

Measures against Climate Change

Greenhouse gas (CO2) emissions trend by Boundary

Scope 1 and 2 *2

Category		Boundary	Unit	FY2019 (Base Year)	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Scope 1 *1	a	Santen Group (All of the facilities and sales offices in Japan, and major production facility in other countries (Suzhou Plant in China))	t-CO2	15,296	14,860	14,820	16,948	17,021	✓ 17,372	+2.1%
Scope 2 (Market-based)*1	b			19,471	19,165	15,192	5,671	5,417	✓ 17,498	+223.0%
Scope 2 (Location-based)	c			20,187	19,566	18,525	21,390	22,591	✓ 35,574	+57.5%
Scope 1+Scope 2 (Market-based) *1	=a+b			34,767	34,025	30,012	22,619	22,438	34,870	+55.4%
Scope 1+Scope 2 (Location-based) *1	=a+c			35,483	34,426	33,345	38,339	39,612	52,946	+33.7%
Energy usage per unit of revenue (Market-based)	=(a+b)/d		t-CO2/billion yen	144	136	113	81	74	116	+56.4%
Energy usage per unit of revenue (Location-based)	=(a+c)/d			147	138	125	137	131	176	+34.5%
Consolidated Sales Revenue	d	consolidated	billion yen	241.6	249.6	266.3	279.0	302.0	300.0	-0.6%

*1: The value of emission on SBT base year includes CO2 emissions derived from gasoline for overseas sales vehicles (1,973 tons-CO2), 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-CO2 for Scope 1 + Scope 2 (market basis), 17,420 tons-CO2 for Scope 1, and 20,109 tons-CO2 for Scope 2 (market basis)

*2: The quantitative results for greenhouse gas (GHG) emissions listed in the data book and other materials are subject to uncertainties pertaining to the measurement of activity data and the determination of emission factors.

Scope 3 *7

Category		Boundary	Unit	FY2019 (Base Year)	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Category 1: Purchased goods and services		The manufacturing sites in Japan	t-CO2	114,613	138,182	111,829	106,743	102,440	95,560	-6.7%
Category 2: Capital goods *1		All of the facilities and sales offices in Japan		7,600	6,781	7,393	23,574	—	—	—
		All of the facilities and sales offices in Japan and Santen Pharmaceutical (China) Co., Ltd		—	—	—	—	87,182	✓ 49,452	-43.3%
Category 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) *3		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) *4		—	—	—	—	3,189	—	—
		All of the facilities and sales offices in Japan and Santen Pharmaceutical (China) Co., Ltd *4		—	—	—	—	—	✓ 5,257	—
Category 4: Transportation and distribution (Upstream)		All of the facilities and sales offices in Japan		763	565	517	533	504	538	+6.8%
Category 5: Waste generated in operation		Shimoshinjo*6/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)		489	446	316	332	289	326	+13.1%
Category 6: Business Travel		Japan		2,041	339	609	952	1,600	1,992	+24.5%
Category 7: Employee commuting		Japan		1,485	1,247	830	982	1,025	1,079	+5.3%
Category 12: End-of-life treatment of sold products		Japan		207	208	220	271	338	358	+6.0%
Total *5	a			129,300	149,957	123,386	133,451	196,579	154,563	-21.4%
Consolidated Sales Revenue	b	consolidated	billion yen	241.6	249.6	266.3	279.0	302.0	300.0	-0.6%
CO2 emissions per unit of revenue	=a/b		t-CO2/billion yen	535	601	463	478	651	515	-20.9%

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

*2: Emisison dicreased 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: Does not include emissions from non-electricity procurement

*4: Does include emissions from non-electricity procurement

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

*6: The Shimoshinjo office closed in March 2021, and figures from FY2022 onwards do not include the Shimoshinjo office

*7: The quantitative results for greenhouse gas (GHG) emissions listed in the data book and other materials are subject to uncertainties pertaining to the measurement of activity data and the determination of emission factors.

Greenhouse gas (CO2) emissions calculation standards

Scope 1	**CO2emissions associated with fuel use** 【Calculation method】Calculated based on fuel consumption x heating value per unit x fuel CO2emission factor 【Emission factor】 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. 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)
Scope 2	**CO2 emissions from the purchase of electricity and heat** 【Calculation method】Calculated based on electricity consumption x electricity CO2 emission factor + heat usage x heat CO2 emission factor. 【Emission factor】 Japan: Electricity & 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" 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)
Scope 3	**CO2 emissions through the supply chain** 【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, CO2 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 <Secretariat> 06-0260 Emission intensity of pharmaceutical products ・Category 3: Emissions associated with the procurement of fuel required to generate electricity for purchased electricity [7] Emission intensity per unit of electricity / heat consumption <Secretariat> Emission intensity of electricity, emission intensity of heavy oil A, LPG, city gas, gasoline and light oil based on "IDEA v2" ・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 [9] Emission intensity by waste type / treatment method Emission intensity by waste type of <Secretariat> ・Category 6: Emissions associated with employee business trips, etc. [11] Emissions per unit of transportation expenses <Secretariat> and [12] Emissions per number of nights <Secretariat>Emission intensity ・Category 7: Emissions associated with employee commuting [11] Emissions per unit of transportation expenses <Secretariat> Emissions and emissions associated with the use of gasoline for commuting by car ・Category 12: Emissions due to obligation to re-commercialize under the Containers and Packaging Recycling Law [9] Emission intensity by waste type <Secretariat> Applicable emission intensity such as waste brass and waste paper

Energy usage trend

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Energy usage＊1	a	All of the facilities and sales offices in Japan and Santen Pharmaceutical (China) Co., Ltd	GJ	651,669	610,368	635,562	746,317	717,550	✓ 936,798	+30.6%
incl. purchased renewable energy ＊2				—	—	—	351,615	338,792	356,571	+5.2%
Consolidated Sales Revenue	b	consolidated	billion yen	241.6	249.6	266.3	279.0	302.0	300.0	-0.6%
Energy usage per unit of revenue	=a/b		GJ/billion yen	2,698	2,445	2,387	2,675	2,376	3,123	+31.4%

*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

Renewable energy trend

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Solar energy generation ＊1	a	Nara Research and Development Center and Suzhou Plant (China)	MWh	12	12	12	12	1,386	1,848	+33.3%
Purchased renewable energy ＊2	b	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center		1,591	—	6,547	36,220	39,212	41,270	+5.2%
Total	=a+b			1,603	12	6,559	36,232	40,598	✓ 43,118	+6.2%

*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

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Total waste disposed＊2	A(=a+b+c+d+e)	Shimoshinjo＊6/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	3,280	+20.4%
Total waste recycled/ reused ＊2	B(=a+b)			2,622	2,527	2,267	2,575	2,074	2,548	+22.8%
Thermal recycling amount	a			377	366	243	582	385	354	-8.0%
Material recycling amount	b			2,245	2,161	2,025	1,993	1,689	2,193	+29.9%
Amount of waste reduced ＊3	c			395	431	421	29	81	93	+14.6%
Waste landfilled ＊4	d			107	10	14	17	11	14	+25.8%
Waste incinerated without energy recovery	e			366	407	416	433	558	626	+12.2%
Recycling rate	=B/A		%	81.9%	84.7%	83.9%	85.1%	76.1%	77.7%	—
Recycling rate (Non-landfill disposal rate)＊5	=1-d/A			96.7%	99.7%	99.5%	99.5%	99.6%	99.6%	—
Recycling rate (excluding thermal recycling)	=b/A			70.1%	72.4%	74.9%	65.9%	62.0%	66.9%	—
Consolidated Sales Revenue	f	consolidated	billion yen	241.6	249.6	266.3	279.0	302.0	300.0	-0.6%
Waste disposal per unit of revenue	=A/f		tons/billion yen	13.3	12.0	10.1	10.8	9.0	10.9	+21.2%

*1: Due to imporved accuracy, the figures for the amount of Total waste recycled/ reused, Thermal recycling amount and Amount of waste reduced reduction for FY2023 have been revised

*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: Target for Santen Vision for the Earth 2050

*6: The Shimoshinjo office closed in March 2021, and figures from FY2022 onwards do include the Shimoshinjo office

Hazardous Waste＊1

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Total hazardous waste disposed	A(=a+b+c+d+e)	Shimoshinjo＊4/Umeda Office, Noto Plant, Shiga Product Supply Center, Nara Research and Development Center, Suzhou Plant (China)	tons	—	165	90	265	193	146	-24.6%
Total hazardous waste recycled/ reused	=a+b			—	—	64	224	119	49	-58.9%
Thermal recycling amount	a			—	—	64	224	112	42	-62.6%
Material recycling amount	b			—	—	0	0	7	7	+0.0%
Amount of waste reduced ＊2	c			—	—	22	0	0	1	+197.7%
Waste landfilled ＊3	d			—	—	4	12	8	3	-64.0%
Waste incinerated without energy recovery	e			—	—	0	29	66	92	+38.5%
Consolidated Sales Revenue	f	consolidated	billion yen	241.6	249.6	266.3	279.0	302.0	300.0	-0.6%
Hazardous waste disposal per unit of revenue	=A/f		tons/billion yen	—	0.7	0.3	1.0	0.6	0.5	-24.1%

*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

*4: The Shimoshinjo office closed in March 2021, and figures from FY2022 onwards do not include the Shimoshinjo office

Air pollutants emissions trend and substances handled

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	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	1.6	+150.7%
NOx (nitrogen oxides) ＊1 ＊2			3.9	4.4	4.2	4.2	4.9	4.5	-8.3%
VOC (volatile organic compounds) handled	Noto Plant, Shiga Product Supply Center, Nara Research and Development Center		57	55	57	61	60	54	-10.0%

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

*2: Suzhou Plant (China) is not included until FY2019

Water pollutants emissions trend

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
BOD (biochemical oxygen demand) ＊1	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	2.3	-28.8%
COD (chemical oxygen demand) ＊1			7.1	4.5	4.8	4.2	3.6	3.5	-2.3%

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

Water usage trend

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Water usage total		A(=①a+b+c, ②d+e)	Santen Group (All of the facilities and sales offices in Japan, and major production facility in other countries (Suzhou Plant in China))	thousand m3	588	542	521	612	562	✓ 667	+18.7%
	① Water Intake	Tap water a			154	112	125	149	129	210	+63.3%
		Industrial water b			96	104	89	142	152	152	-0.0%
		Groundwater c			338	326	307	321	281	305	+8.4%
	② Usage	Discharge d			430	406	417	543	499	✓ 580	+16.2%
		Consumption e			158	136	104	69	63	87	+38.2%
Consolidated Sales Revenue		f	consolidated	billion yen	241.6	249.6	266.3	279.0	302.0	300.0	-0.6%
Water usage per unit of revenue		=A/f		thousand m3/billion yen	2.4	2.2	2.0	2.2	1.9	2.2	+19.5%
Water intake per production quantity				m3/ten thousand units	13.1	12.0	13.6	14.9	13.1	14.1	+7.3%

PRTR substances handled

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Y/Y
Methylnaphthalene	All of the facilities and sales offices in Japan	tons	23.3	22.3	20.4	20.6	19.4	21.4	+10.3%
Boron compounds			0.7	0.6	0.6	1.5	0.6	0.8	+33.2%
Xylene			0.2	0.4	0.3	0.1	0.2	0.1	-34.4%

PCB storage
- ・The Santen group currently does not possess any equipment containing PCBs
- ・The PCB-containing equipment that was previously stored was properly disposed of and rendered harmless through a nationally designated contractor in March 2017

Prevention of environmental pollution (Compliance with Legal Regulations)
- ・We comply with the regulations of the local governments in which our plants and Research and Development Center are located in Japan.
- ・Noto Plant: Based on the Hodatsushimizu Town Pollution Prevention Agreement
- ・Shiga Product Supply Center: Based on the Shiga Prefecture Pollution Prevention Ordinance (air) and the Taga Town Pollution Prevention and Environmental Conservation Agreement (water quality, noise, vibration)
- ・Nara Research and Development Center: Based on the Ikoma City Pollution Prevention Agreement

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

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Consolidated Total	Consolidated	Persons	4,108	4,229	4,315	4,144	3,744	3,849
Non-consolidated Total	Non-consolidated		1,840	1,872	1,839	1,807	1,676	1,756
Male	Non-consolidated		1,395	1,410	1,384	1,348	1,220	1,272
Female	Non-consolidated		445	462	455	459	456	484

Number of employees by region ＊1

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Japan	Santen Group in Japan	Persons	1,994	2,004	1,968	1,930	1,722	1,802
China	Santen Group outside of Japan		808	790	787	725	703	714
Asia	Santen Group outside of Japan		382	396	403	385	386	395
EMEA	Santen Group outside of Japan		667	690	748	752	737	761
Americas	Santen Group outside of Japan		257	349	409	352	196	177
Total	Consolidated		4,108	4,229	4,315	4,144	3,744	3,849

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

Number of employees by gender and rank

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Santen Total	Total		Consolidated	Persons	4,108	4,229	4,315	4,144	3,744	3,849
		Male		Persons	—	—	2,477	2,370	2,093	2,145
				%	—	—	57.4%	57.2%	55.9%	55.7%
		Female		Persons	—	—	1,838	1,774	1,651	1,704
				%	—	42.2%	42.6%	42.8%	44.1%	44.3%
	Corporate Officer	Total	Consolidated	Persons	—	—	21	21	19	15
		Male		Persons	—	—	18	15	14	✓ 11
				%	—	—	85.7%	71.4%	73.7%	73.3%
		Female		Persons	—	—	3	6	5	✓ 4
				%	—	12.0%	14.3%	28.6%	26.3%	26.7%
	Director	Total	Consolidated	Persons	—	—	302	295	264	297
		Male		Persons	—	—	210	203	181	✓ 201
				%	—	—	69.5%	68.8%	68.6%	67.7%
		Female		Persons	—	—	92	92	83	✓ 96
				%	—	—	30.5%	31.2%	31.4%	32.3%
	Manager	Total	Consolidated	Persons	—	—	963	886	817	832
		Male		Persons	—	—	581	515	461	✓ 469
				%	—	—	60.3%	58.1%	56.4%	56.4%
		Female		Persons	—	—	382	371	356	✓ 363
				%	—	—	39.7%	41.9%	43.6%	43.6%
	General employee	Total	Consolidated	Persons	—	—	3,029	2,942	2,644	2,705
		Male		Persons	—	—	1,668	1,637	1,437	✓ 1,464
				%	—	—	55.1%	55.6%	54.3%	54.1%
		Female		Persons	—	—	1,361	1,305	1,207	✓ 1,241
				%	—	—	44.9%	44.4%	45.7%	45.9%

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
STEM-related positions＊1 ratio of female employees	Consolidated	%	—	—	—	—	52.6%	56.5%
Revenue generating functions＊2 ratio of female managers	Consolidated	%	—	—	—	—	39.9%	39.9%

*1: Work utilizing skills related to science, technology, engineering, and mathmatics, defined as research and development positions in our company

*2: Departments other than headquarters functions are defined as all revenue departments

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Santen Total	Total		Santen Group in Japan	Persons	—	—	—	—	1,722	1,802
		Male		Persons	—	—	—	—	1,249	1,300
				%	—	—	—	—	72.5%	72.1%
		Female		Persons	—	—	—	—	473	502
				%	24.2% ＊1	24.7% ＊1	24.7% ＊1	25.8%	27.5%	27.9%
	Corporate Officer	Total	Santen Group in Japan	Persons	—	—	—	—	13	10
		Male		Persons	—	—	—	—	9	7
				%	—	—	—	—	69.2%	70.0%
		Female		Persons	—	—	—	—	4	3
				%	—	—	—	—	30.8%	30.0%
	Director	Total	Santen Group in Japan	Persons	—	—	—	—	77	97
		Male		Persons	—	—	—	—	67	82
				%	—	—	—	—	87.0%	84.5%
		Female		Persons	—	—	—	—	10	15
				%	—	—	—	—	13.0%	15.5%
	Manager	Total	Santen Group in Japan	Persons	—	—	—	—	300	307
		Male		Persons	—	—	—	—	240	244
				%	—	—	—	—	80.0%	79.5%
		Female		Persons	—	—	—	—	60	63
				%	—	—	—	—	20.0%	20.5%
	General Employee	Total	Santen Group in Japan	Persons	—	—	—	—	1,332	1,388
		Male		Persons	—	—	—	—	933	967
				%	—	—	—	—	70.0%	69.7%
		Female		Persons	—	—	—	—	399	421
				%	—	—	—	—	30.0%	30.3%

*1: The data is reported on a non-consolidated basis from FY2019 to FY2021

Average length of service

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total			Consolidated	Years	—	10.5	10.4	10.5	10.7	10.7
	Male	a			—	12.5	12.3	12.5	12.7	12.7
	Female	b			—	7.7	7.8	7.9	8.1	8.2
Gender disparity in average length of service＊1		=(b-a)/a		%	—	-38.4%	-36.6%	-36.8%	-36.2%	-35.4%
Total			Non-consolidated	Years	15.8	16.3	16.8	17.2	16.8	16.4
	Male	a			16.3	16.8	17.4	17.8	17.5	17.1
	Female	b			14.1	14.5	15.1	15.3	14.9	14.5
Gender disparity in average length of service＊1		=(b-a)/a		%	-13.5%	-13.7%	-13.2%	-14.0%	-14.9%	-15.2%

*1: The gender disparity in average length of service is calculated using the following formula:
[(average length of service of women - average length of service of men) ÷ average length of service of men]

Average age of employees

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total		Consolidated	Years old	—	41.8	42.2	42.7	42.4	42.7
	Male			—	42.9	43.2	43.8	43.3	43.6
	Female			—	40.3	40.8	41.3	41.1	41.5
Total		Non-consolidated	Years old	42.9	43.5	44.0	44.3	43.8	43.9
	Male			43.5	44.0	44.5	44.8	44.3	44.4
	Female			41.3	41.7	42.3	42.8	42.3	42.5

Number of newly hired employees/Hiring cost

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total		Consolidated	Persons	554	580	702	375	385	478
	Japan			117	98	106	67	81	169
	China			159	198	249	105	109	109
	Asia			92	59	74	62	69	62
	EMEA			143	109	144	117	113	129
	America			43	116	129	24	13	9
Rate of open positions filled by internal candidates ＊1		Consolidated	%	—	—	9.5%	10.0%	12.7%	8.4%
Average hiring cost		Consolidated	Thousand yen	—	—	652	664	577	947

*1: Percentage of open slots filled from within the company

Employee turnover/Employee turnover rate

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023＊2	FY2024
	Japan	Number of turnover ＊1	Santen Group in Japan	Persons	—	89	126	128	289	90
		Turnover rate		%	—	4.4%	6.4%	6.6%	16.8%	5.0%
	China	Number of turnover ＊1	Outside of Japan	Persons	—	185	255	171	158	123
		Turnover rate		%	—	23.5%	32.4%	23.6%	22.5%	17.2%
	Asia	Number of turnover ＊1	Outside of Japan	Persons	—	72	71	79	69	69
		Turnover rate		%	—	18.5%	17.6%	20.5%	17.9%	17.5%
	EMEA	Number of turnover ＊1	Outside of Japan	Persons	—	90	117	124	138	104
		Turnover rate		%	—	13.2%	15.6%	16.5%	18.7%	13.7%
	America	Number of turnover＊1	Outside of Japan	Persons	—	58	73	78	169	28
		Turnover rate		%	—	17.1%	17.8%	22.2%	86.2%	15.8%
	Total	Number of turnover ＊1	Consolidated	Persons	—	494	642	580	823	414
		Turnover rate		%	—	12.0%	14.9%	14.0%	22.0%	10.8%

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

*2 : Implemented structural reforms in FY2023 (early retirement special support program in Japan and streamlining of the pharmaceutical sales business in the Americas)

Average remuneration

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Mean Employee Compensation	Consolidated	Thousand yen	—	—	—	—	10,459	11,201
Median Employee Compensation			—	—	—	—	7,926	8,431

Average annual salary by gender and rank ＊1

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total		Total	Consolidated	Thousand yen	—	—	—	—	10,459	11,201
		Male			—	—	—	10,408	10,642	11,340
		Female			—	—	—	9,606	9,714	10,591
	Manager	Male			—	—	15,686	17,951	18,530 ✓	19,713
		Female			—	—	14,916	17,946	17,965 ✓	19,731
	General Employee	Male			—	—	6,647	7,100	7,118 ✓	7,508
		Female			—	—	6,052	6,647	6,711 ✓	7,210
Total		Male	Santen Group in Japan	Thousand yen	—	—	—	9,380	9,082	9,624
		Female			—	—	—	7,419	7,324	7,813
	Manager	Male			—	—	—	13,945	13,739	14,843
		Female			—	—	—	13,063	13,025	13,740
	General Employee	Male			—	—	—	7,904	7,505	7,827
		Female			—	—	—	6,526	6,267	6,672

*1 : Executive compensation and stock options are excluded

Wage Gender Differences ＊1

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total	Consolidated	%	—	—	—	92.3%	91.3%	93.4%
Manager			—	—	—	100.0%	97.0%	100.1%
General employee			—	—	—	93.6%	94.3%	96.0%
Total	Santen Group in Japan	%	—	—	—	79.1%	80.6%	81.2%
Manager			—	—	—	93.7%	94.8%	92.6%
General employee			—	—	—	82.6%	83.5%	85.2%

*1: The ratio of women's wages to men's wages is calculated using the following formula: [(women's wages ÷ men's wages)]
The wage disparity between men and women is primarily due to differences in the ratio of managerial positions and employment types between genders.
The wage system is the same for both genders, with no differences based on gender

Human Resource Development

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
The aggregate length of training sessions ＊1	Consolidated	Hours	—	—	48,612	93,384	58,613	146,293
Average hours per FTE of training and development ＊1		Hours	—	—	—	—	15.7	38.0
Investment in training	Consolidated	Millions of yen	—	—	277	213	230	394
Average amount spent per FTE on training and development		Thousand yen	—	—	—	—	61	102

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

People with disabilities

Category	Boundary	Unit	As of June, 2020	As of June, 2021	As of June, 2022	As of June, 2023	As of June, 2024	As of June, 2025
People with disabilities ＊1	Santen Group in Japan	Persons	54	59	59	54	52	51
Visually impaired people (actual number)			—	—	5	5	4	4
Rate of people with disabilities ＊1		%	2.62%	2.88%	2.93%	2.80%	2.97%	2.72%

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

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Italy	People with disabilities	Outside of Japan	Persons	—	—	—	—	4	4
	Rate of people with disabilities		%	—	—	—	—	5.00%	5.00%
Germany	People with disabilities		Persons	—	—	—	—	2	2
	Rate of people with disabilities		%	—	—	—	—	2.80%	3.33%
France	People with disabilities		Persons	—	—	—	—	3	3
	Rate of people with disabilities		%	—	—	—	—	5.62%	5.45%

Number of fixed-term employees

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Consolidated Total	Consolidated	Persons	—	990	971	897	820	800
Total (Santen Group in Japan)	Santen Group in Japan ＊1		112	122	106	106	58	49

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

Contract Employee

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total	Santen Group in Japan	Persons	181	181	182	193	205	228

Number of users of childcare and nursing care systems

Category			Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Special Leave (paid)	Number of Maternity Leave ＊1		Santen Group in Japan	Persons	26	24	18	20	14	17
	Nursing care leave for a preschool child ＊1			Persons	11	6	6	4	2	5
	Nursing care leave for an elderly or disabled family ＊1			Persons	0	3	3	1	1	0
Childcare leave system ＊2	Number of childcare leave ＊1	Male	Santen Group in Japan	Persons	49	77	37	35	25	33
		Female		Persons	40	43	15	18	11	12
	Childcare leave acquisition rate ＊3	Male		%	67.1%	135.1%	63.8%	87.5%	80.6%	62.3%
		Female		%	—	—	93.8%	120.0%	110.0%	80.0%
	Return to work rate			%	100%	100%	100%	98.1%	97.9%	100%
Annual paid leave reserve system ＊4	Nursing care leave for a family member＊1		Santen Group in Japan	Persons	63	37	70	79	49	101
	Incl. Nursing care leave for a child ＊1＊5			Persons	39	12	30	36	37	—(＊5)
	Number of Childcare leave ＊1＊5			Persons	52	37	57	49	60	91
Short working hours for nursing care ＊1			Santen Group in Japan	Persons	31	29	21	22	27	25
Number of nursing care leave ＊1				Persons	1	1	1	0	0	0
Short working hours for nursing care ＊1				Persons	0	0	0	0	0	0

*1: Cumulative number of people

*2: A system that allows employees to take leave until the end of month in which their child reaches 18 months of age
(the first 7 consecutive calendar days from the start of the initial leave are paid)　From FY2021, the calculation criteria for childcare leave have been changed

*3 :The childcare leave acquistion rate is calculated using the following formula: [number of employees who started childcare leave during the period ÷ number of employees whose spouse or themseleves gave birth during the period]

*4: In FY2024, the annual paid leave accumulation system was revised, and the acquistion requirements were expanded, resulting in partial changes to the aggregation categories

*5: Scope before FY2023: elementary school students and younger; scope from FY2024 onwards: junior high school students and younger

Family-related leave ＊1

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Rate of employees entitled to take family-related leaves	EMEA	%	—	—	—	—	100%	100%
Rate of employees that took family-related leaves(total)			—	—	—	—	5.2%	11.6%
Rate of male that took family-related leaves			—	—	—	—	2.1%	4.4%
Rate of female that took family-related leaves			—	—	—	—	3.1%	7.3%

＊1: Family-related leave is in accordance with CSRD standards

Annual paid leave

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Days granted	Santen Group in Japan	Days	18.8	18.0	19.8	19.8	19.2	19.4
Days taken			15.7	11.7	11.8	13.2	12.9	12.7
Perctange of days taken		%	83.5%	65.4%	59.3%	66.7%	68.4%	65.6%

Average overtime work per month

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Overtime per person	Santen Group in Japan	hours/month	11.2	9.2	10.5	10.7	10.8	13.4

Occupational Safety and Health

Number of work-related fatalities

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
	All Operational Sites (Japan)＊1	Santen Group in Japan	Persons	0	0	0	0	0	✓ 0
	Suzhou Plant (China)	Outside of Japan		0	0	0	0	0	✓ 0
Total		Consolidated		0	0	0	0	0	✓ 0

*1 : 2019-2021: Only Santen Pharmaceutical Co, Ltd (excluding subcontractors), from 2022 onwards: Santen Eye Care Co, Ltd and Clair Co, Ltd are added to the scope

Occupational accidents in each region

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
All Operational Sites (Japan)	Number of accidents ＊1＊5	Non-consolidated	Cases	5	2	5	4	2	1
	Frequency rate ＊2		–	1.20	0.54	1.38	0.56	0.59	✓ 0.31
	Severity rate ＊3		–	0.015	0.001	0.025	0.083	0.010	0.001
Suzhou Plant (China)	Number of accidents ＊1	Outside of Japan	Cases	0	0	1	0	1	0
	Frequency rate ＊2		–	0.00	0.00	0.40	0.00	0.40	0.00
	Severity rate ＊3		–	0.000	0.000	0.078	0.000	0.063	0.000
Tampere Plant (Finland) ＊4	Number of accidents ＊1	Outside of Japan	Cases	1	—	—	—	—	—
	Frequency ＊2		–	3.40	—	—	—	—	—
	Severity rate ＊3		–	0.010	—	—	—	—	—
Consolidated	Number of accidents ＊1	Consolidated	Cases	—	—	—	8	4	2
	Frequency rate ＊2＊5		–	—	—	—	0.77	0.56	✓ 0.27
	Severity rate ＊3		–	—	—	—	0.038	0.017	0.001

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Contractors (Japan)	Number of accidents ＊1	Japan	Cases	—	—	—	0	0	1
	Frequency rate＊2		–	—	—	—	0.00	0.00	18.04
Contractors (China)	Number of accidents＊1	China	Cases	—	—	—	0	0	0
	Frequency rate ＊2		–	—	—	—	0.00	0.00	0.00

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

Health and Productivity Management

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Presenteeism ＊1＊2	Activation Rate	Santen Group in Japan	%	—	—	83.0%	84.0%	85.0%	85.0%
The Brief Job Stress Questionnaire ＊3	Examination rate	Santen Group in Japan		93.7%	91.9%	88.1%	90.1%	88.5%	94.3%
	High stress rate			9.9%	7.9%	10.3%	10.3%	10.0%	8.1%
Employee Engagement	Engagement score ＊4	Consolidated		—	—	—	64%	64%	72%
	Response rate			—	—	—	73%	93%	93%

＊1: Activity (productivity) indices related to "work performance, quality, and quantity" derived from the database of Humanage, 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

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
R&D expenses	Consolidated	Millions of yen	23,341	24,112	26,377	28,297	25,419	24,103
Ratio of R&D expenses to net sales		%	9.7%	9.7%	9.9%	10.1%	8.4%	8.0%

Product Recall

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Class Ⅰ ＊1	Consolidated	Cases	0	0	0	0	0	0
Class Ⅱ ＊2			3	0	1	1	0	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

Supply Chain

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Supply assessment rate	Consolidated	%	–	–	–	93.5%	95.8%	–
Supplier training rate			–	–	–	87.1%	96.0%	–
ESG education rate for procurement department staff			–	–	–	100%	100%	–

Stakeholder Engagement

Freedom of Association

Category		Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Number of union members		Non-consolidated	Persons	–	–	1,277	1,263	1,180	1,227
Rate of union members in the total employees			%	–	–	69.4%	69.9%	70.4%	69.9%
Number of collective bargaining rights holders			Persons	–	–	–	1,263	1,180	1,227
Percentage of employees with collective bargaining rights			%	–	–	–	100%	100%	100%
Rate of employees covered by collective bargaining agreements	France	Outside of Japan	%	–	–	–	–	100%	100%
	Finland			–	–	–	–	100%	100%
	Italy			–	–	–	–	100%	100%

Donation

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Amount of donations	Consolidated	Millions of yen	–	–	810	878	796	524
Ratio to consolidated core operating profits		%	–	–	1.7%	2.0%	1.3%	0.9%

Distribution of Added Value to Stakeholders

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Shareholders	Consolidated	Millions of yen	–	–	11,998	12,611	11,881	12,112
Employees＊1			–	–	50,763	39,026	37,990	37,960
Creditors (financial institutions)			–	–	249	476	831	1,083
Business partners＊1			–	–	143,407	170,181	176,795	178,984
Government agencies (national and local)			–	–	8,427	9,184	3,171	11,628
Local communities			–	–	810	870	796	524
Environment			–	–	392	371	281	–

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

Visitors to Plant Tours

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Shiga Product Supply Center	Japan	Persons	–	–	0	0	68	175
Noto Plant			–	–	24	70	120	240
Claire Co., Ltd.			–	–	46	27	114	243
Suzhou Plant	China		–	–	160	66	104	106

Number of disabled trainees accepted

Category	Boundary	Unit	FY2019	FY2020	FY2022	FY2022	FY2023	FY2024
Claire Co., Ltd.	Japan	Persons	–	–	30	14	26	38

Dialogue with investors and analysts

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Number of meetings (approx.)	Consolidated	Times	–	–	–	260	280	350

Governance Data

Corporate Governance

Category	Boundary	Unit	As of June, 2020	As of June, 2021	As of June, 2022	As of June, 2023	As of June, 2024	As of June, 2025
Directors (incl. female directors)	Non-consolidated	Persons	6(1)	6(1)	8(2)	7(2)	8(2)	6(2)
Inside directors (incl. female directors)			3(0)	3(0)	3(0)	2(0)	4(1)	3(1)
Outside directors (incl. female directors)			3(1)	3(1)	5(2)	5(2)	4(1)	3(1)
Corporate Auditors (incl. Female Corporate Auditors)	Non-consolidated	Persons	4(1)	4(1)	4(1)	4(1)	4(1)	4(1)
Inside Corporate Auditors (incl. Female Corporate Auditors)			1(0)	1(0)	1(0)	1(0)	1(0)	1(0)
Outside Corporate Auditors (incl. Female Corporate Auditors)			3(1)	3(1)	3(1)	3(1)	3(1)	3(1)

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Meetings of the Board of Directors held	Non-consolidated	Times	14	14	14	13	13	13
Attendance rate of Directors	Non-consolidated	%	100%	100%	100%	100%	98%	97%
Attendance rate of Corporate Auditors	Non-consolidated		100%	100%	98%	100%	98%	100%
Meetings of the Board of Corporate Auditors held	Non-consolidated	Times	10	10	10	11	10	11
Attendance rate of Corporate Auditors	Non-consolidated	%	100%	100%	100%	100%	100%	100%
CEO compensation	Non-consolidated	Millions of yen	–	–	–	–	191	187
CEO-to-employee pay ratio ＊1	Consolidated	Times	–	–	–	–	18.3	16.7

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

Compliance

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Annual compliance education	Consolidated	%	–	–	98.8%	95.5%	99.9%	96.5%
Major compliance violations		Cases	–	–	0	0	0	0
Consultation and reporting received (incl. disciplinary actions taken)			–	–	45(2)	35(6)	45(16)	54(7)
Corruption or Bribery			–	–	–	0	1	1
Discrimination or Harassment			–	–	–	10	25	32
Customer Privacy Data			–	–	–	0	0	1
Conflicts of Interest			–	–	–	2	1	2
Money Laundering or Insider trading			–	–	–	0	0	0
Others			–	–	–	23	18	18
Legal actions for corruption received			0	0	0	0	0	0
Lawsuit filed due to legal violations			0	0	0	0	0	0
Breaches of client data reported to regulators			0	0	0	0	0	0
Regulatory complaints concerning marketing and selling practices			0	0	0	0	1	0

Information Security

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Information security breaches	Consolidated	Cases	–	0	0	0	0	0

Policy Influence

Category	Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Political contributions	Non-consolidated	Millions of yen	–	–	4	4	4	4
Industry and business association participation fees			–	–	50	40	50	52
Lobbying			–	–	0	0	0	0

Revenues, Income Tax Paid, etc. by Country ＊1

Year Ended March 31, 2024

(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	203,336	26,266	9,469	6,559	1,722
Switzerland	87,350	8,644	240	89	168
China	36,594	6,125	963	1,577	703
Finland	24,076	759	171	171	185
Singapore	17,545	4,516	158	222	143
South Korea	14,744	2,037	448	354	98
Other	88,452	-6,131	649	1,200	725
Total	472,096	42,217	12,097	10,172	3,744

＊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.

KPMG

Independent Practitioner's Limited Assurance Report

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

Report on GHG Emissions Information and Other Selected Key Performance Indicators Included in ESG (Environment, Social and Governance) Data Year Ended March 31, 2025

Conclusion

We have performed a limited assurance engagement on whether selected environmental and social performance indicators (the "subject matter information" or the "SMI") presented in Santen Pharmaceutical Co., Ltd.'s (the "Company") ESG (Environment, Social and Governance) Data Year Ended March 31, 2025 (the "ESG Data") as of and for the year ended March 31, 2025 have been prepared in accordance with the criteria (the "Criteria"), which are established by the Company and are explained in the Calculation Method section of the ESG Data. The SMI subject to the assurance engagement is indicated in the ESG Data with the symbol "✓".

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Company's SMI as of and for the year ended March 31, 2025 is not prepared, in all material respects, in accordance with the Criteria.

Basis for Conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, and International Standard on Assurance Engagements (ISAE) 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to 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.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

Our conclusion on the SMI does not extend to any other information that accompanies or contains the SMI (hereafter referred to as "other information"). We have read the other information but have not performed any procedures with respect to the other information.

KPMG

Responsibilities for the SMI

Management of the Company are responsible for:

- designing, implementing and maintaining internal controls relevant to the preparation of the SMI that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the SMI and appropriately referring to or describing the criteria used; and
- preparing the SMI in accordance with the Criteria.

Inherent limitations in preparing the SMI

As described in the ESG Data, GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials. Hence, the selection by management of a different but acceptable measurement method, activity data, emission factors, and relevant assumptions or parameters could have resulted in materially different amounts being reported.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the SMI is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the management.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the SMI that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the SMI and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- assessing the suitability of the criteria applied to prepare the SMI;
- conducting interviews with the relevant personnel of the Company to obtain an understanding of the key processes, relevant systems and controls in place over the preparation of the SMI;
- performing analytical procedures including trend analysis;
- identifying and assessing the risks of material misstatements;
- performing a site visit at one of the Company's sites which was determined through our risk assessment procedures;
- performing, on a sample basis, recalculation of amounts presented as part of the SMI;
- performing other evidence gathering procedures for selected samples; and
- evaluating whether the SMI was presented in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Shinnosuke Kayumi

Shinnosuke Kayumi, Engagement Partner

KPMG AZSA Sustainability Co., Ltd.

Osaka Office, Japan

July 23, 2025