

ESG (Environment, Social and Governance) Data

Year Ended March 31, 2026

〈Independent Assurance〉

- The following performance indicators denoted with ☒ in FY2025 have been assured by an independent third party.
- Independent Practitioner's Limited 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】

- Average salary by gender
- Number of work-related fatalities (consolidated, Japan, China)
- Lost-time injury frequency rate (consolidated, Japan)

Environmental Data

Climate-related Data

Greenhouse Gas (GHG) Emissions

Scope 1 and 2 *2

Category	Boundary	Unit	FY2019 (Base Year)	FY2022	FY2023	FY2024	FY2025
Scope 1 *1	a	t-CO2	15,296	16,948	17,021	17,372	✓ 15,830
Scope 2 (Market-based)*1	b		19,471	5,671	5,417	17,498	✓ 14,479
Scope 2 (Location-based)	c		20,187	21,390	22,591	35,574	✓ 34,549
Scope 1 + Scope 2 (Market-based) *1	=a+b		34,767	22,619	22,438	34,870	30,309
Scope 1 + Scope 2 (Location-based) *1	=a+c		35,483	38,339	39,612	52,946	50,379
CO2 emissions per unit of revenue (Market-based)		t-CO2/billion yen	143.9	81.1	74.3	116.2	103.9
CO2 emissions per unit of revenue (Location-based)			146.9	137.4	131.2	176.5	172.8

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

*2: GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials.

Greenhouse Gas (GHG) Emissions

Scope 3 *9

Category		Boundary	Unit	FY2019 (Base Year)	FY2022	FY2023	FY2024	FY2025
	Category 1: Purchased goods and services	The manufacturing sites in Japan	t-CO2	114,613	106,743	102,440	95,560	81,743
	Category 2: Capital goods *1	All of the facilities and sales offices in Japan		7,600	23,574	—	—	—
		All of the facilities and sales offices in Japan and Santen Pharmaceutical (China) Co., Ltd		—	—	59,187	22,008	10,808
	Category 3: Fuel- and energy-related activities not included in Scope1 and Scope2 *2 *5	All of the facilities and sales offices in Japan *3		2,103	64	—	—	—
		All of the facilities and sales offices in Japan *4		—	—	3,189	—	—
		All business sites in Japan, including sales offices, and Suzhou Plant and Santen Vision Park (China) *5		—	—	—	7,007	6,806
	Category 4: Transportation and distribution (upstream)	All of the facilities and sales offices in Japan		763	533	504	545	526
	Category 5: Waste generated in operations	Shimo-Shinjo Office *8, Sales Office, Noto Plant, Shiga Product Supply Center, Nara R&D Center		489	332	289	326	346
	Category 6: Business travel	Japan		2,041	952	1,600	1,992	2,137
	Category 7: Employee commuting	Japan		1,485	982	1,025	1,079	1,305
	Category 12: End-of-life treatment of sold products *6	Japan		—	4,034	4,915	3,201	3,170
Total *7				129,093	137,214	173,148	131,719	106,841
CO2 emissions per unit of revenue			t-CO2/billion yen	534.4	491.7	573.4	439.1	366.4

*1: Figures for FY2023 and FY2024 have been revised following a review of the calculation items.

*2: Emissions decreased in FY2022 due to an increase in the use of electricity derived from renewable energy and substantially renewable energy. From FY2023, emissions associated with the procurement of fuels and energy have been included.

*3: Excludes emissions associated with the procurement of energy other than electricity.

*4: Includes emissions associated with the procurement of energy other than electricity.

*5: Includes emissions associated with procurement other than electricity. From FY2025, steam has been added to the calculation scope, and the FY2024 figures have been revised.

*6: Prior-year figures have been revised due to the refinement of the calculation method.

*7: Categories 8, 10, 11, and 13–15 are excluded from disclosure as they are either not applicable to our business activities or immaterial. Category 9 is also excluded due to current data calculation limitations.

*8: The Shimoshinjo Office was closed in March 2021; figures from FY2022 onward do not include the Shimoshinjo Office.

*9: GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials.

Greenhouse gas (CO2) emissions calculation standards

Scope 1	CO2 emissions associated with fuel use [Calculation method] Calculated based on fuel consumption × heating value per unit × fuel CO2 emission 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 factors published by the Minister of the Environment and the Minister of Economy, Trade and Industry as alternative values. China: Emission factor from "国家温室气体排放因子库" (National Center for Climate Change Strategy and International Cooperation (NCSC))
Scope 2	CO2 emissions from purchased electricity and heat [Calculation method] Calculated based on electricity consumption × electricity CO2 emission factor + heat usage × heat CO2 emission factor [Emission factor] Japan: Electricity and heat: Emission factors based on the "Greenhouse Gas Emission Calculation, Reporting, and Publication System" (Ministry of the Environment) China: Electricity: Emission factors from "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)" (Ministry of Ecology and Environment of China) Heat: Emission factors from "System for Calculation, reporting and Publication of Greenhouse Gas Emissions" (Ministry of the Environment)
Scope 3	CO2 emissions through the supply chain [Calculation method] Calculated using emissions data obtained from business partners or by multiplying activity data collected for each category by emission intensities based on the "Emissions Intensity Database for Calculating Greenhouse Gas Emissions of Organizations through the Supply Chain" (Ministry of the Environment and Ministry of Economy, Trade and Industry, ver.3.5) [Emission factor] • Category 1: Emissions associated with the purchase of raw materials and materials [5] Input-output table-based emission intensity. However, for purchases of raw materials and materials that account for a large proportion, CO2 emissions in the upstream supply chain are calculated proportionally based on the amount procured • Category 2: Emissions associated with capital goods [6] Emission intensity per price of capital goods 06-0260 Emission intensity of pharmaceutical products • Category 3: Emissions associated with purchased fuels, electricity, and steam [7] Emission intensity per unit of electricity / heat consumption; emission intensities of electricity, heavy oil A, LPG, city gas, gasoline and light oil based on "IDEA v2" • Category 4: Results calculated by the fuel consumption method or the improved ton-kilometer method are obtained from contractors, based on the transportation distance from our factories and distribution centers to delivery destinations (pharmaceutical wholesalers). • Category 5: Emissions associated with disposal of industrial waste [8] Emission intensity by waste type and Treatment Method: IDEA v2, Incineration Service for Municipal Waste (Waste Plastics) • Category 6: Emissions associated with employee business trips, etc. [11] Emissions per unit of transportation expenses and [12] Emissions per number of nights • Category 7: Emissions associated with employee commuting [11] Emissions per unit of transportation expenses, and emissions associated with gasoline use for commuting by car • Category 12: Emissions associated with the disposal of packaging and containers for sold products [8] Emission intensity by waste type and Treatment Method, [9] Emission intensity by waste type, including applicable emission intensities such as plastic waste and waste paper

Energy Consumption Trend

Category		Boundary	Unit	FY2022	FY2023	FY2024	FY2025
Total energy consumption		A=B+C	MWh*	128,113	132,395	167,461	✓ 166,674
Non-renewable energy consumption		B		91,880	91,797	124,343	116,114
Renewable energy consumption		C (=a+b)		36,232	40,598	43,118	✓ 50,561
Renewable electricity		a		36,220	39,212	41,270	46,134
Solar power generation (self-consumption PV and on-site PPA)		b		12	1,386	1,848	4,427
Renewable energy ratio		=C/A	%	28.3	30.7	25.7	30.3
Energy consumption intensity			MWh/billion yen	459.1	438.4	558.2	571.5

*:Previously disclosed in GJ, the data are disclosed in MWh from this reporting period onward.

Environmental Impact Data

Waste Generation and Treatment

Category	Boundary	Unit	FY2022	FY2023	FY2024	FY2025
Total waste generated * 1	A(=a+b+c+d+e)	t	3,025	2,724	3,280	✓ 3,426
Waste recycled or reused * 1	B(=a+b)		2,575	2,074	2,548	✓ 2,586
Waste incinerated with energy recovery	a		582	385	354	390
Waste recycled * 1	b		1,993	1,689	2,193	2,197
Waste reduction through intermediate treatment * 2	c		29	81	93	✓ 674
Waste incinerated without energy recovery	d		433	558	626	153
Waste sent to landfill * 3	e		17	11	14	✓ 13
Recycling and reuse rate	=B/A	%	85.1	76.1	77.7	75.5
Landfill diversion rate * 4	=1-e/A		99.5	99.6	99.6	99.6
Recycling rate excluding energy recovery	=b/A		65.9	62.0	66.9	64.1

*1: Includes valuable resources.

*2: Amount reduced through intermediate treatment, such as dewatering, without beneficial use.

*3: Total of residues landfilled after incineration and waste sent directly to landfill, as part of total waste generated.

*4: Target metric under Santen Vision for the Earth 2050.

*5: Umeda Office includes both industrial waste and general waste; sales offices other than Umeda Office include industrial waste only.

Hazardous Waste Generated * 1

Category	Boundary	Unit	FY2022	FY2023	FY2024	FY2025
Total hazardous waste generated	=a+b+c+d+e	t	265	193	146	✓ 204
Waste recycled or reused	=a+b		224	119	49	✓ 48
Waste incinerated with energy recovery	a		224	112	42	42
Waste recycled	b		0	7	7	6
Waste reduction through intermediate treatment * 2	c		0	0	1	✓ 0
Waste incinerated without energy recovery	d		29	66	92	153
Waste sent to landfill * 3	e		12	8	3	✓ 4

*1: Hazardous waste is defined as follows based on the laws and regulations of each country:

Japan: Waste classified as specially controlled industrial waste under the Waste Management and Public Cleansing Act.

China: Waste listed in the National Catalogue of Hazardous Wastes issued by the Ministry of Ecology and Environment of China.

*2: Amount reduced through intermediate treatment, such as dewatering, without beneficial use.

*3: Total of residues landfilled after incineration and waste sent directly to landfill, as part of waste disposed.

Water Consumption

Category			Boundary	Unit	FY2022	FY2023	FY2024	FY2025
Total water consumption =①a+b+c, ②d+i			All business sites in Japan, including sales offices, and Suzhou Plant and Santen Vision Park (China)	thousand m³	612	562	667	☒ 724
① water withdrawal	Municipal water	a			149	129	210	247
	Industrial water	b			142	152	152	175
	Groundwater	c			321	281	305	302
② water use	Wastewater discharge	d(=e+f+g+h)			543	499	580	☒ 637
	Discharge to sewer	e			203	214	198	235
	Discharge to surface water	f			54	35	104	121
	Discharge to sea	g			286	249	279	281
	Discharge to groundwater	h			—	—	—	—
	Consumption	i			69	63	87	87
Water consumption intensity				thousand m³ /billion yen	2.19	1.86	2.22	2.48
Water withdrawal intensity				m³/10,000 units produced	14.9	13.1	14.1	16.0

Air Emissions and Chemical Substance Handling Volumes

Category		Boundary	Unit	FY2022	FY2023	FY2024	FY2025
SOx (sulfur oxides)		Noto Plant	t	1.5	0.6	1.6	2.1
		Shiga Product Supply Center		0.0	0.0	0.0	0.0
		Nara R&D Center		0.0	0.0	0.0	0.0
		Suzhou Plant and Santen Vision Park (China)		0.0	0.0	0.0	0.0
NOx (nitrogen oxides)		Noto Plant		1.9	1.9	2.0	1.9
		Shiga Product Supply Center		1.4	1.3	1.1	2.0
		Nara R&D Center		0.6	1.1	1.0	0.8
		Suzhou Plant and Santen Vision Park (China)		0.2	0.6	0.3	0.2
VOC (volatile organic compounds) handled		Noto Plant		43.6	36.7	34.9	1.0
		Shiga Product Supply Center		13.6	22.1	18.3	19.7
		Nara R&D Center		1.3	0.9	0.8	0.7
		Suzhou Plant and Santen Vision Park (China)		2.3	0.0	0.0	0.0

Water Emissions of Chemical Substances

Category	Boundary	Unit	FY2022	FY2023	FY2024	FY2025
BOD (biochemical oxygen demand)	Noto Plant	t	1.0	0.8	1.3	0.9
	Shiga Product Supply Center		1.7	1.8	1.9	7.0
	Nara R&D Center		0.8	0.7	0.9	1.9
COD (chemical oxygen demand)	Noto Plant		1.5	1.2	1.6	1.3
	Shiga Product Supply Center		1.6	2.1	1.4	4.7
	Suzhou Plant and Santen Vision Park (China)		1.0	0.3	1.5	2.2

Class I Designated Chemical Substances under the PRTR Act and Amounts Handled

Category	Boundary	Unit	FY2022	FY2023	FY2024	FY2025
Methylnaphthalene	Noto Plant	t	20.6	19.4	21.4	21.3
	Shiga Product Supply Center		0.0	0.0	0.0	0.0
	Nara R&D Center		0.0	0.0	0.0	0.0
Boron compounds	Noto Plant		0.7	0.6	0.8	0.8
	Shiga Product Supply Center		0.8	0.0	0.0	0.0
	Nara R&D Center		0.0	0.0	0.0	0.0
Xylene	Noto Plant		0.0	0.0	0.0	0.0
	Shiga Product Supply Center		0.0	0.0	0.0	0.0
	Nara R&D Center		0.1	0.2	0.1	0.2

Status of polychlorinated biphenyls (PCBs) held

- The Santen Group currently does not hold any equipment containing PCBs.
- PCB-containing equipment previously held by the Group was properly disposed of and rendered harmless in March 2017 through a government-designated operator.

Environmental pollution prevention (compliance with laws and regulations)

- We comply with the regulations of the local governments in which our domestic manufacturing sites and research facility are located.
- Noto Plant: Operates in accordance with the pollution prevention agreement with Hodatsushimizu Town.
- Shiga Product Supply Center: Operates in accordance with the Shiga Prefectural Pollution Prevention Ordinance (air) and the agreement with Taga Town on pollution prevention and environmental conservation (water quality, noise and vibration).
- Nara R&D Center: Operates in accordance with the pollution prevention agreement with Ikoma City.

Social Data

Basic Employee Data

Scope: Employees of our group (Contract employees are not included. Data for seconded employees are reported by the host company).

Number of employees

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
	Consolidated Total	Consolidated	Persons	4,315	4,144	3,744	3,849	3,968
	Non-consolidated Total	Non-consolidated		1,839	1,807	1,676	1,756	1,884
	Male	Non-consolidated		1,384	1,348	1,220	1,272	1,361
	Female	Non-consolidated		455	459	456	484	523

Number of employees by region

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
	Japan	Santen Group in Japan	Persons	1,968	1,930	1,722	1,802	1,932
	China	Outside of Japan		787	725	703	714	678
	Asia	Outside of Japan		403	385	386	395	414
	EMEA	Outside of Japan		748	752	737	761	780
	Americas	Outside of Japan		409	352	196	177	164
Total		Consolidated		4,315	4,144	3,744	3,849	3,968

Number of employees by gender and rank (Consolidated)

Category			Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Santen Total	Total	Male	Consolidated	Persons	4,315	4,144	3,744	3,849	3,968
				Persons	2,477	2,370	2,093	2,145	2,231
				%	57.4	57.2	55.9	55.7	56.2
				Persons	1,838	1,774	1,651	1,704	1,737
				%	42.6	42.8	44.1	44.3	43.8
Corporate Officer	Total	Male	Consolidated	Persons	21	21	19	15	13
				Persons	18	15	14	11	10
				%	85.7	71.4	73.7	73.3	76.9
				Persons	3	6	5	4	3
				%	14.3	28.6	26.3	26.7	23.1
Director	Total	Male	Consolidated	Persons	302	295	264	297	301
				Persons	210	203	181	201	205
				%	69.5	68.8	68.6	67.7	68.1
				Persons	92	92	83	96	96
				%	30.5	31.2	31.4	32.3	31.9
Manager	Total	Male	Consolidated	Persons	963	886	817	832	823
				Persons	581	515	461	469	471
				%	60.3	58.1	56.4	56.4	57.2
				Persons	382	371	356	363	352
				%	39.7	41.9	43.6	43.6	42.8
General employee	Total	Male	Consolidated	Persons	3029	2942	2644	2705	2831
				Persons	1668	1637	1437	1464	1545
				%	55.1	55.6	54.3	54.1	54.6
				Persons	1361	1305	1207	1241	1286
				%	44.9	44.4	45.7	45.9	45.4

Number of employees by gender and rank (Santen Group in Japan)

Category			Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Santen Total	Total	Male	Santen Group in Japan * 1	Persons	—	—	1,722	1,802	1,932
				Persons	—	—	1,249	1,300	1,390
				%	—	—	72.5	72.1	71.9
				Persons	—	—	473	502	542
				%	24.7	25.8	27.5	27.9	28.1
	Total	Male	Santen Group in Japan	Persons	—	—	13	10	9
				Persons	—	—	9	7	7
				%	—	—	69.2	70.0	77.8
				Persons	—	—	4	3	2
				%	—	—	30.8	30.0	22.2
Corporate Officer	Total	Male	Santen Group in Japan	Persons	—	—	77	97	99
				Persons	—	—	67	82	87
				%	—	—	87.0	84.5	87.9
				Persons	—	—	10	15	12
	Total	Male	Santen Group in Japan	%	—	—	13.0	15.5	12.1
				Persons	—	—	300	307	314
				Persons	—	—	240	244	249
				%	—	—	80.0	79.5	79.3
Director	Total	Male	Santen Group in Japan	Persons	—	—	60	63	65
				%	—	—	20.0	20.5	20.7
	Total	Male	Santen Group in Japan	Persons	—	—	1332	1388	1510
				Persons	—	—	933	967	1047
				%	—	—	70.0	69.7	69.3
				Persons	—	—	399	421	463
	Total	Male	Santen Group in Japan	%	—	—	30.0	30.3	30.7
				Persons	—	—	—	—	—
Manager	Total	Male	Santen Group in Japan	Persons	—	—	—	—	—
				Persons	—	—	—	—	—
				%	—	—	—	—	—
				Persons	—	—	—	—	—
	Total	Male	Santen Group in Japan	%	—	—	—	—	—
				Persons	—	—	—	—	—
				Persons	—	—	—	—	—
				%	—	—	—	—	—
General Employee	Total	Male	Santen Group in Japan	Persons	—	—	—	—	—
				Persons	—	—	—	—	—
				%	—	—	—	—	—
				Persons	—	—	—	—	—
	Total	Male	Santen Group in Japan	%	—	—	—	—	—
				Persons	—	—	—	—	—
				Persons	—	—	—	—	—
				%	—	—	—	—	—

*1: The data is reported on a non-consolidated basis in FY2021

Gender diversity

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Females in managerial positions	Consolidated	%	37.1	39.0	40.4	40.5	39.7
	Santen Group in Japan* ¹		13.6	16.9	19.0	19.6	18.7
Revenue generating functions * 2 ratio of female managers	Consolidated		—	—	39.9	39.9	39.2
STEM-related positions * 3 ratio of female employees	Consolidated		—	—	52.6	56.5	56.5

*1: Non-consolidated in FY2021

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

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

Average length of service

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total	Consolidated	Years	10.4	10.5	10.7	10.7	10.9
Male			12.3	12.5	12.7	12.7	12.8
Female			7.8	7.9	8.1	8.2	8.5
Gender disparity in average length of service * 1 =(b-a)/a		%	-36.6	-36.8	-36.2	-35.4	-33.1
Total	Non-consolidated	Years	16.8	17.2	16.8	16.4	15.9
Male			17.4	17.8	17.5	17.1	16.7
Female			15.1	15.3	14.9	14.5	14.0
Gender disparity in average length of service * 1 =(b-a)/a		%	-13.2	-14.0	-14.9	-15.2	-16.2

*1: The gender disparity in average length of service is calculated using the following formula:

$$[(\text{average length of service of women} - \text{average length of service of men}) \div \text{average length of service of men}]$$

Average age of employees

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total	Consolidated	Years old	42.2	42.7	42.4	42.7	43.2
Male			43.2	43.8	43.3	43.6	44.0
Female			40.8	41.3	41.1	41.5	42.1
Total	Non-consolidated	Years old	44.0	44.3	43.8	43.9	43.9
Male			44.5	44.8	44.3	44.4	44.5
Female			42.3	42.8	42.3	42.5	42.3

Number of newly hired employees/Hiring cost

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total		Consolidated	Persons	702	375	385	478	479
	Japan			106	67	81	169	204
	China			249	105	109	109	84
	Asia			74	62	69	62	82
	EMEA			144	117	113	129	105
	America			129	24	13	9	4
Rate of open positions filled by internal candidates * 1		Consolidated	%	9.5	10.0	12.7	8.4	6.3
Average hiring cost		Consolidated	Thousand yen	652	664	577	947	824

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

Employee turnover/Employee turnover rate

Category			Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
	Japan	Number of turnover * 1	Santen Group in Japan	Persons	126	128	289	90	102
		Turnover rate		%	6.4	6.6	16.8	5.0	5.4
	China	Number of turnover * 1	Outside of Japan	Persons	255	171	158	123	129
		Turnover rate		%	32.4	23.6	22.5	17.2	19.0
	Asia	Number of turnover * 1	Outside of Japan	Persons	71	79	69	69	54
		Turnover rate		%	17.6	20.5	17.9	17.5	13.0
	EMEA	Number of turnover * 1	Outside of Japan	Persons	117	124	138	104	91
		Turnover rate		%	15.6	16.5	18.7	13.7	11.7
	America	Number of turnover * 1	Outside of Japan	Persons	73	78	169	28	19
		Turnover rate		%	17.8	22.2	86.2	15.8	11.6
	Total	Number of turnover * 1	Consolidated	Persons	642	580	823	414	395
		Turnover rate		%	14.9	14.0	22.0	10.8	10.0

*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)

Voluntary turnover rate (non-consolidated)

Category		Boundary	Unit	FY2021	FY2022	FY2023*1	FY2024	FY2025
Total	Number of turnover	Non-consolidated	人	85	114	253	90	99
	Turnover rate		%	4.6	6.3	15.1	5.1	5.3
	Number of voluntary turnover		人	75	88	85	73	78
	Turnover rate		%	4.1	4.9	5.1	4.2	4.1
	Number of turnover		人	63	79	200	64	75
	Turnover rate		%	4.6	5.9	16.4	5.0	5.5
	Number of voluntary turnover		人	57	64	64	51	60
	Turnover rate		%	4.1	4.7	5.3	4.0	4.4
	Number of turnover		人	22	35	53	26	24
	Turnover rate		%	4.8	7.6	11.6	5.4	4.6
	Number of voluntary turnover		人	18	24	21	22	18
	Turnover rate		%	4.0	5.2	4.6	4.5	3.4

* 1 : Implemented early retirement special program in FY2023

Average remuneration

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Mean Employee Compensation	Consolidated	Thousand yen	—	—	10,459	11,201	11,554
Median Employee Compensation			—	—	7,926	8,431	8,555

Average annual salary by gender and rank *1

Category			Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	
Total	Total	Consolidated	Thousand yen	—	—	10,459	11,201	11,409		
	Male			—	10,408	10,642	11,340	11,583		
	Female			—	9,606	9,714	10,591	11,184		
	Manager			Male	15,686	17,951	18,530	19,713	☒	20,493
				Female	14,916	17,946	17,965	19,731	☒	21,397
	General Employee			Male	6,647	7,100	7,118	7,508	☒	7,685
				Female	6,052	6,647	6,711	7,210	☒	7,627
	Total			Male	Santen Group in Japan	Thousand yen	—	9,380	9,082	9,624
Female		—	7,419	7,324			7,813	7,565		
Manager		Male	—	13,945			13,739	14,843	14,610	
		Female	—	13,063			13,025	13,740	14,089	
General Employee		Male	—	7,904			7,505	7,827	7,715	
		Female	—	6,526			6,267	6,672	6,452	

*1 : Executive compensation and stock options are excluded

Wage Gender Differences *1

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total	Total	Consolidated	%	—	92.3	91.3	93.4	96.6
	Manager			—	100.0	97.0	100.1	104.4
	General employee			—	93.6	94.3	96.0	99.2
Total	Total	Santen Group in Japan	%	—	79.1	80.6	81.2	80.3
	Manager			—	93.7	94.8	92.6	96.4
	General employee			—	82.6	83.5	85.2	83.6

*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	FY2021	FY2022	FY2023	FY2024	FY2025
The aggregate length of training sessions * 1		Consolidated	Hours	48,612	93,384	58,613	146,293	130,114
Average hours per FTE of training and development * 1				—	—	16	38	33
Investment in training		Consolidated	Millions of yen	277	213	230	394	398
Average amount spent per FTE on training and development			Thousand yen	—	—	61	102	100

*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, 2022	As of June, 2023	As of June, 2024	As of June, 2025	As of June, 2026
People with disabilities * 1		Santen Group in Japan	Persons	59	54	52	51	53
	Visually impaired people (actual number)			5	5	4	4	4
Rate of people with disabilities * 1			%	2.93	2.80	2.97	2.72	2.74

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

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Italy	People with disabilities	Outside of Japan	Persons	—	—	4	4	4
	Rate of people with disabilities		%	—	—	5.00	5.00	5.00
Germany	People with disabilities		Persons	—	—	2	2	3
	Rate of people with disabilities		%	—	—	2.80	3.33	3.40
France	People with disabilities		Persons	—	—	3	3	3
	Rate of people with disabilities		%	—	—	5.62	5.45	4.76

Number of fixed-term employees

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Consolidated Total		Consolidated	Persons	971	897	820	800	772
Total (Santen Group in Japan)		Santen Group in Japan * 1		106	106	58	49	62

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

Contract Employee

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total		Santen Group in Japan	Persons	182	193	205	228	242

Number of users of childcare and nursing care systems

Category			Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Special Leave (paid)	Number of Maternity Leave * 1		Santen Group in Japan	Persons	18	20	14	17	13
	Nursing care leave for a preschool child * 1			Persons	6	4	2	5	4
	Nursing care leave for an elderly or disabled family * 1			Persons	3	1	1	0	2
Childcare leave system * 2	Number of childcare leave * 1	Male	Santen Group in Japan	Persons	37	35	25	33	40
		Female		Persons	15	18	11	12	11
	Childcare leave acquisition rate * 3	Male		%	63.8	87.5	80.6	62.3	100.0
		Female		%	93.8	120.0	110.0	80.0	122.2
	Return to work rate			%	100	98.1	97.9	100	100
Annual paid leave reserve system * 4	Nursing care leave for a family member * 1		Santen Group in Japan	Persons	70	79	49	101	170
	Incl. Nursing care leave			Persons	30	36	37	— * 5	—
	Number of Childcare leave * 1 * 5			Persons	57	49	60	91	134
Short working hours for nursing care * 1			Santen Group in Japan	Persons	21	22	27	25	28
Number of nursing care leave * 1				Persons	1	0	0	0	0
Short working hours for nursing care * 1				Persons	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 acquisition rate is calculated using the following formula:
[number of employees who started childcare leave during the period ÷ number of employees whose spouse or themselves gave birth during the period]

*4: In FY2024, the annual paid leave accumulation system was revised, and the acquisition 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	FY2021	FY2022	FY2023	FY2024	FY2025
Rate of employees entitled to take family-related leaves			EMEA	%	—	—	100	100	100
Rate of employees that took family-related leaves(total)					—	—	5.2	11.6	15.5
	Rate of male that took family-related leaves				—	—	2.1	4.4	9.9
	Rate of female that took family-related leaves				—	—	3.1	7.3	5.6

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

Annual paid leave

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Days granted	Santen Group in Japan	Days	19.8	19.8	19.2	19.4	19.4
Days taken			11.8	13.2	12.9	12.7	12.9
Perctange of days taken		%	59.3	66.7	68.4	65.6	66.6

Average overtime work per month

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Overtime per person	Santen Group in Japan	hours/month	10.5	10.7	10.8	13.4	12.8

Occupational Safety and Health

Number of work-related fatalities

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total	All Operational Sites (Japan) * 1	Santen Group in Japan	Persons	0	0	0	0	0
	Suzhou Plant (China)	Outside of Japan		0	0	0	0	0
		Consolidated		0	0	0	0	0

*1 : FY2021: Only Santen Pharmaceutical Co, Ltd (excluding subcontractors), from FY2022 onwards: Santen Eye Care Co, Ltd and Clair Co, Ltd are added to the scope

Occupational accidents in each region

Category			Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
	All Operational Sites (Japan)	LTI * 1	Santen Group in Japan * 4	Cases	5	4	2	1	6
		LTIFR * 2		—	1.38	0.56	0.59	0.31	1.73
		LTISR * 3		—	0.025	0.083	0.010	0.001	0.016
	Suzhou Plant (China)	LTI * 1	Outside of Japan	Cases	1	0	1	0	0
		LTIFR * 2		—	0.40	0.00	0.40	0.00	0.00
		LTISR * 3		—	0.078	0.000	0.063	0.000	0.000
	Consolidated	LTI * 1	Consolidated * 5	Cases	—	8	4	2	6
		LTIFR * 2		—	—	0.77	0.56	0.27	0.80
		LTISR * 3		—	—	0.038	0.017	0.001	0.008

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Contractors (Japan)	LTI * 1	Japan	Cases	—	0	0	1	0
	LTIFR * 2		—	—	0.00	0.00	18.04	0.00
Contractors (China)	LTI * 1	China	Cases	—	0	0	0	1
	LTIFR * 2		—	—	0.00	0.00	0.00	6.69

* 1 : LTI: Number of lost-time injuries; total number of occupational accidents resulting in lost workdays. Commuting accidents are excluded

* 2 : LTIFR: Lost-time injury frequency rate; the number of lost-time injuries per one million hours worked, indicating the frequency of occupational accidents

* 3 : LTISR: Lost-time injury severity rate; number of lost working days per 1,000 aggregate actual working hours; it denotes the level of severity of accidents

* 4 : Scope of data collection: includes part-time and re-employed employees, but excludes agency workers

The scope covers the non-consolidated entity through fiscal 2021 and Santen Group in Japan from fiscal 2022 onward

Employees on overseas assignments are excluded as they are not covered by Japan's workers' compensation insurance system

* 5 : Santen Italy S.r.l. and Sweden (FI Oy) are not included in FY2023

Health and Productivity Management

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Presenteeism * 1 * 2	Activation Rate	Santen Group in Japan	%	83.0	84.0	85.0	85.0	84.0
The Brief Job Stress Questionnaire * 3	Examination rate	Santen Group in Japan		88.1	90.1	88.5	94.3	95.9
	High stress rate			10.3	10.3	10.0	8.1	7.6
Employee Engagement	Engagement score * 4	Consolidated		—	64	64	72	73
	Response rate			—	73	93	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	FY2021	FY2022	FY2023	FY2024	FY2025
R&D expenses	Consolidated	Millions of yen	26,377	28,297	25,419	24,103	26,185
Ratio of R&D expenses to net sales		%	9.9	10.1	8.4	8.0	9.0

Product Recall

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Class I * 1	Consolidated	Cases	0	0	0	0	0
Class II * 2			1	1	0	1	1

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

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

Supply Chain

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Supply assessment rate	Consolidated	%	—	93.5	95.8	—	89.6
Supplier training rate			—	87.1	96.0	—	87.0
ESG education rate for procurement department staff			—	100	100	—	100

Stakeholder Engagement

Freedom of Association

Category		Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of union members		Non-consolidated	Persons	1,277	1,263	1,180	1,227	1,338
Rate of union members in the total employees			%	69.4	69.9	70.4	69.9	69.3
Number of collective bargaining rights holders			Persons	—	1,263	1,180	1,227	1,338
Percentage of employees with collective bargaining rights			%	—	100	100	100	100
Rate of employees covered by collective bargaining agreements	France	Outside of Japan	%	—	—	100	100	100
	Finland			—	—	100	100	100
	Italy			—	—	100	100	100

Donation

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Amount of donations	Consolidated	Millions of yen	810	878	796	524	531
Ratio to consolidated core operating profits		%	1.7	2.0	1.3	0.9	1.0

Distribution of Added Value to Stakeholders

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Shareholders	Consolidated	Millions of yen	11,998	12,611	11,881	12,112	12,659
Employees * 1			50,763	39,026	37,990	37,960	40,514
Creditors (financial institutions)			249	476	831	1,083	1,391
Business partners * 1			143,407	170,181	176,795	178,984	170,937
Government agencies (national and local)			8,427	9,184	3,171	11,628	9,881
Local communities			810	870	796	524	531
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	FY2021	FY2022	FY2023	FY2024	FY2025
Shiga Product Supply Center	Japan	Persons	0	0	68	175	192
Noto Plant			24	70	120	240	280
Claire Co., Ltd.			46	27	114	243	238
Suzhou Plant	China		160	66	104	106	83
Santen Vision Park			—	—	—	—	74

Number of Participants in Disability-related Work Experience Programs

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Claire Co., Ltd.	Japan	Persons	30	14	26	38	49

Dialogue with investors and analysts

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of meetings (approx.)	Consolidated	Times	—	260	280	350	390

Governance Data

Corporate Governance

Category	Boundary	Unit	As of June, 2022	As of June, 2023	As of June, 2024	As of June, 2025	As of June, 2026
Directors (incl. female directors)	Non-consolidated	Persons	8(2)	7(2)	8(2)	6(2)	7(2)
Inside directors (incl. female directors)			3(0)	2(0)	4(1)	3(1)	3(1)
Outside directors (incl. female directors)			5(2)	5(2)	4(1)	3(1)	4(1)
Corporate Auditors (incl. Female Corporate Auditors)	Non-consolidated	Persons	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)
Outside Corporate Auditors (incl. Female Corporate Auditors)			3(1)	3(1)	3(1)	3(1)	3(1)

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Meetings of the Board of Directors held	Non-consolidated	Times	14	13	13	13	13
Attendance rate of Directors	Non-consolidated	%	100	100	98	97	100
Attendance rate of Corporate Auditors	Non-consolidated		98	100	98	100	100
Meetings of the Board of Corporate Auditors held	Non-consolidated	Times	10	11	10	11	11
Attendance rate of Corporate Auditors	Non-consolidated	%	100	100	100	100	100
CEO compensation	Non-consolidated	Millions of yen	—	—	191	187	251
CEO-to-employee pay ratio * 1	Consolidated	Times	—	—	18.3	16.7	21.7

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

Compliance

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Annual compliance education	Consolidated	%	98.8	95.5	99.9	96.5	100.0
Major compliance violations		Cases	0	0	0	0	0
Consultation and reporting received (incl. disciplinary actions taken)			45(2)	35(6)	45(16)	54(7)	102(11)
Corruption or Bribery			—	0	1	1	1
Discrimination or Harassment			—	10	25	32	57
Customer Privacy Data			—	0	0	1	5
Conflicts of Interest			—	2	1	2	6
Money Laundering or Insider trading			—	0	0	0	0
Others			—	23	18	18	33
Legal actions for corruption received			0	0	0	0	0
Lawsuit filed due to legal violations			0	0	0	0	0
Breaches of client data reported to regulators			0	0	0	0	1
Regulatory complaints concerning marketing and selling practices			0	0	1	0	0

Information Security

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Information security breaches	Consolidated	Cases	0	0	0	0	0

Policy Influence

Category	Boundary	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Political contributions and lobbying	Non-consolidated	Millions of yen	4	4	4	4	3
Industry and business association participation fees			50	40	50	52	50

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

Year Ended March 31, 2025

(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	194,516	25,772	6,856	5,324	1,802
	Switzerland	84,569	7,018	102	1,068	56
	China	34,130	5,477	2,466	1,620	714
	Finland	26,984	886	167	177	177
	Singapore	18,772	1,924	242	153	94
	South Korea	15,200	1,843	444	346	99
	Other	91,217	4,996	2,014	760	907
Total		465,388	47,916	12,291	9,448	3,849

* 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 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, 2026

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, 2026 (the "ESG Data") as of and for the year ended March 31, 2026 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, 2026 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. We do not express any form of conclusions thereon.

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 site visits 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 30, 2026