

Non-Financial Summary

Environmental Data (see pages 79-85)

CO₂ emissions (Scope 1 + Scope 2)

	FYE June 2021	FYE June 2022	FYE June 2023	Goal
Scope1(t-CO ₂)	1,877	2,349	2,367	–
Scope2(t-CO ₂)	39,281	44,385	46,929	–
Total	41,158	46,734	49,296	30% reduction by 2030 compared to FYE June 2022
Emissions by basic sales unit (t-CO ₂ /1 million yen)	0.67	0.60	0.55	–

CO₂ emissions (Scope 3)

	FYE June 2022	FYE June 2023	Goal
Scope3(t-CO ₂)	74,045*	134,448	–
Emissions by basic sales unit (t-CO ₂ /1 million yen)	–	1.49	Maintain the level of FYE June 2023

*Asahi Intecc only

Tap water consumption

	FYE June 2021	FYE June 2022	FYE June 2023
Tap water consumption (1000 m ³)	319	354	362

*Excluding sales sites because water consumption of such sites is extremely limited and cannot be individually identified.

CO₂ emissions (Scope 3)

	Contents	Emissions (t-CO ₂)	Calculation method
Category 1	Purchased goods and services	92,610	Calculated by multiplying the amount of materials and services purchased by each emission intensity
Category 2	Capital goods	22,034	Calculated by multiplying the amount of capital goods purchased by the emission intensity
Category 3	Fuel-and-energy-related activities not included in Scope 1 or 2	–	Not to be calculated because there are no applicable fuel and energy activities
Category 4	Upstream transportation and distribution	10,897	Calculated by multiplying the transportation ton-km of purchased materials and other logistics costs borne by the Company by emission intensity for each transportation method
Category 5	Waste generated in operations	–	Calculated by multiplying the consignment amount of waste treatment by the emission intensity for each type of waste
Category 6	Business travel	213	Calculated by multiplying the number of employees by the emission intensity
Category 7	Employee commuting	4,590	Calculated by multiplying the number of commuters divided by work type and city group by each emission intensity
Category 8	Upstream leased assets	–	Not to be calculated because the Company does not hold applicable leased assets
Category 9	Downstream transportation and distribution	3,836	Calculated by multiplying the transportation ton-km of sold products, etc. (those not covered by the Company's own expenses) by the emission intensity for each transportation method
Category 10	Processing of sold products	36	Calculated by multiplying each type of sold intermediate product weight by the emission intensity
Category 11	Use of sold products	–	Not to be calculated because there are no applicable products
Category 12	Disposal of sold products	233	Calculated by multiplying the consignment weight of waste treatment in sold products by the emission intensity
Category 13	Downstream leased assets	–	Not to be calculated because the Company does not hold applicable leased assets
Category 14	Franchises	–	Not to be calculated owing to lack of franchise agreement
Category 15	Investments	–	Not to be calculated because there are no applicable investments
Total		134,448	

Non-Financial Summary

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Human Resources Data (see pages 66-77)

Employee Data

	FYE June 2021	FYE June 2022	FYE June 2023
Number of employees/consolidated (global) (persons)	9,409	10,435	10,187
Female	7,253	8,052	7,762
Male	2,156	2,383	2,425
Medical Division	6,623	6,482	6,188
Device Division	2,310	3,400	3,425
Company-wide (common)	476	553	574
Number of employees (Asahi Intecc only) (persons)	925	1,041	1,016
Female	252	282	291
Male	673	759	725
Medical Division	576	639	607
Device Division	242	285	293
Company-wide (common)	107	117	116
Length of service (Asahi Intecc only) (years)*	7.4	7.3	7.3
Female	6.1	6.0	6.0
Male	7.8	7.7	7.8
Average age (Asahi Intecc only) (years old)	36.4	36.6	36.7
Average annual salary (Asahi Intecc only) (10,000Yen)	613	616	628

* The short length of service is due to the large number of mid-career hires.

Work-Life Balance

	FYE June 2021	FYE June 2022	FYE June 2023
Average monthly overtime (Asahi Intecc only) (hours)	23.5	24.3	24.4
Rate of taking paid leave (Asahi Intecc only) (%)	65.3	69.2	74.6
Voluntary turnover rate of regular employees (Asahi Intecc only) (%)	3.0	5.6	6.1
Number of sites with flextime systems (in Japan) (sites)	4	5	6

*Recruitment activities have increased with the end of the COVID-19 pandemic, and the turnover rate has increased. But we recognize that the turnover rate is very low compared to other companies' averages.

Technology-related Data

Number of Patents/Designs Owned

	FYE June 2021	FYE June 2022	FYE June 2023
Number of patents/designs owned (global)	654	731	806

Indicators regarding Diversity Promotion

	FYE June 2021	FYE June 2022	FYE June 2023	Goal
Ratio of female employees (global) (%)	77.1	77.2	76.2	–
Ratio of female managers (global)* ¹ (%)	32.5	33.9	36.3	Maintain 30% or more
Ratio of female managers (Asahi Intecc only)* ² (%)	7.7	7.9	12.0	13% or more as of FYE June 2026
Employment ratio of new female graduates (Asahi Intecc only) (%)	24.5	14.9	26.5	Maintain 25% or more
Employment ratio of new female graduates in technical positions (Asahi Intecc only) (%)	18.2	12.9	21.9	Maintain 20% or more
Gender pay gap (Asahi Intecc only) (%)	-	-	61.1	–
Gender pay gap of regular workers* ³	-	-	82.0	–
Gender pay gap of part-time and fixed-term workers* ⁴	-	-	24.3	–
Rate of taking childcare leave by female employees (Asahi Intecc only) (%)	100.0	100.0	100.0	–
Rate of taking childcare leave by male employees (Asahi Intecc only) (%)	7.4	20.7	54.5	Maintain 50% or more
Ratio of foreign employees (global) (%)	87.7	84.5	86.2	–
Ratio of foreign managers (global)* ¹ (%)	64.3	65.3	65.9	–
Ratio of mid-career hires in managerial positions (global)* ¹ (%)	59.9	61.4	54.7	–
Employment ratio of people with disabilities (%)	2.78	2.33	2.57	–

*¹ Calculated based on the managerial position criteria set forth in Asahi Intecc Group's rules and regulations.

*² Calculated by applying the disclosure standards of the Annual Securities Report.

*³ Although there is no difference in wages between men and women in the wage system and wage structure, the difference is attributable to the small proportion of female workers in the upper level of regular workers and the fact that the average length of service is about two years shorter than that of men.

*⁴ Although there is no difference in wages between men and women in the wage system and wage structure, the difference in the wages of men and women, such as part-time and fixed-term workers, is attributable to differences in employment status based on employment contracts. Treatment of re-employment employees after retirement age is determined based on the job description and qualifications prior to retirement, which is a factor causing differences.

Ratio of Male and Female Employees by Type of Employment (as of the End of FYE June 2023)

	Male	Female	Total
Ratio of male and female employees by type of employment (Asahi Intecc only) (%)	65.3	34.7	100.0
Regular workers	63.0	20.7	83.7
Re-employment after retirement age	1.7	0.1	1.8
Fixed-term contract employees	0.3	0.3	0.6
Part-timers	0.3	13.5	13.9

Indicators regarding Human Resources Vision

	FYE June 2021	FYE June 2022	FYE June 2023
Number of Meisters (Asahi Intecc only) (persons)	5	5	5
Number of registered groups for practical competence improvement projects (global) (groups)	138	152	155
Number of foreign language training participants (Asahi Intecc only) (persons)	10	10	10
Ratio of R&D personnel (Asahi Intecc only) (%)	48.8	47.9	43.5

R&D Expenses

	FYE June 2021	FYE June 2022	FYE June 2023
R&D expenses (million yen)	7,524	8,869	9,723
Ratio of R&D expenses	12.2	11.4	10.8