

8-2 Non-Financial Summary

■CO₂ emissions (Scope 1 + Scope 2)

	FYE June 2022	FYE June 2023	FYE June 2024	Goal
Scope1 (t-CO ₂)	2,349	2,367	2,490	—
Scope2 (t-CO ₂)	44,385	46,929	48,009	—
Total	46,734	49,296	50,499	30% reduction by 2030 compared to FYE June 2022
Emissions by basic sales unit (t-CO ₂ /1 million yen)	0.60	0.55	0.47	—

*Reduction target based on 1.5°C level of SBTi

■CO₂ emissions (Scope 3)

	FYE June 2022	FYE June 2023	FYE June 2024	Goal
Scope3 (t-CO ₂)**	74,715*	140,915	172,463	—
Emissions by basic sales unit (t-CO ₂ /1 million yen)	—	1.56	1.60	Maintain the level of FYE June 2023

*Asahi Intecc only

**As it was discovered that there were some errors in the past calculations for some of Scope 3 (Category 3), the calculations of previous fiscal years have been reviewed. Our company responded based on the advice of external experts. However, as a result of a review of the accounting process, it was found that there were differences in the understanding of the scope of Category 3, and the Company revised the accounting process accordingly.

Magnitude of impact: FYE June 2022: +670t-CO₂

FYE June 2023: +6,467t-CO₂ emissions by basic sales unit +0.07

■Tap water consumption

	FYE June 2022	FYE June 2023	FYE June 2024
Tap water consumption (1000 m ³)	354	362	364

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

■CO₂ emissions (Scope 3)

	Contents	FYE June 2023	FYE June 2024	Calculation method
Category 1	Purchased goods and services	92,610	95,762	Calculated by multiplying the amount of materials and services purchased by each emission intensity.
Category 2	Capital goods	22,034	50,119	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	6,467**	6,516	Calculated by multiplying the amount of fuel purchased and energy consumption by each emission intensity.
Category 4	Upstream transportation and distribution*	3,836	2,700	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	233	Calculated by multiplying the number of employees by the emission intensity
Category 7	Employee commuting	4,590	4,175	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*	10,897	12,642	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	81	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	235	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		140,915	172,463	

*From the calculation this time, we have defined the upstream as the delivery to the production plant and the downstream as the product shipment from the production plant, and the past portions have also been revised.

**As it was discovered that there were some errors in the past calculations for some of Scope 3 (Category 3), the calculations of previous fiscal years have been reviewed. Our company responded based on the advice of external experts. However, as a result of a review of the accounting process, it was found that there were differences in the understanding of the scope of Category 3, and the Company revised the accounting process accordingly.

Magnitude of impact: FYE June 2023: +6,467t-CO₂ emissions by basic sales unit +0.07

8-2 Non-Financial Summary

■ Employee Data

	FYE June 2022	FYE June 2023	FYE June 2024
Number of employees/consolidated (global) (persons)	10,435	10,187	9,371
Female	8,052	7,762	7,020
Male	2,383	2,425	2,351
Medical Division	6,482	6,188	5,773
Device Division	3,400	3,425	3,062
Company-wide (common)	553	574	536
Number of employees (Asahi Intecc only) (persons)	1,041	1,016	1,088
Female	282	291	329
Male	759	725	759
Medical Division	639	607	646
Device Division	285	293	314
Company-wide (common)	117	116	128
Length of service (Asahi Intecc only) (years)*	7.3	7.3	7.2
Female	6.0	6.0	5.8
Male	7.7	7.8	7.9
Average age (Asahi Intecc only) (years old)	36.6	36.7	36.9
Average annual salary (Asahi Intecc only) (10,000 Yen)	616	628	650

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

■ Indicators regarding Work-Life Balance

	FYE June 2022	FYE June 2023	FYE June 2024
Average monthly overtime (Asahi Intecc only) (hours)	24.3	24.4	23.9
Rate of taking paid leave (Asahi Intecc only) (%)	69.2	74.6	72.1
Voluntary turnover rate of regular employees (Asahi Intecc only) (%)	5.6	6.1	6.5
Number of sites with flextime systems (sites)	5	6	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 2022	FYE June 2023	FYE June 2024
Number of patents/designs owned (global)	731	806	938

■ Indicators regarding diversity promotion

	FYE June 2022	FYE June 2023	FYE June 2024	Goal
Ratio of female employees (global) (%)	77.2	76.2	73.7	—
Ratio of female managers (global)*1 (%)	33.9	36.3	35.8	Maintain 30% or more
Ratio of female managers (Asahi Intecc only)*2 (%)	7.9	12.0	12.3	13% or more as of FYE June 2026
Employment ratio of new female graduates (Asahi Intecc only) (%)	14.9	26.5	33.3	Maintain 25% or more
Employment ratio of new female graduates in technical positions (Asahi Intecc only) (%)	12.9	21.9	33.3	Maintain 20% or more
Gender pay gap (Asahi Intecc only) (%)	-	61.1	61.2	—
Gender pay gap of regular workers*3	-	82.0	81.7	—
Gender pay gap of part-time and fixed-term workers*4	-	24.3	27.3	—
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) (%)	20.7	54.5	57.7	Maintain 50% or more
Ratio of foreign employees (global)*1 (%)	84.5	86.2	84.0	—
Ratio of foreign managers (global)*1 (%)	65.3	65.9	60.5	—
Ratio of mid-career hires in managerial positions (global)*1 (%)	61.4	54.7	57.6	—
Employment ratio of people with disabilities (in Japan) (%)	2.33	2.57	3.05	—

*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 of women 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 2024)

	Male	Female	Total
Ratio of male and female employees by type of employment (Asahi Intecc only) (%)	64.5	35.5	100.0
Regular workers	61.1	21.4	82.5
Reemployment after retirement age	2.8	0.4	3.2
Fixed-term contract employees	0.3	0.5	0.7
Part-timers	0.3	13.3	13.6

■ Indicators regarding Human Resources Vision

	FYE June 2022	FYE June 2023	FYE June 2024
Number of Meisters (Asahi Intecc only) (persons)	5	5	5
Number of registered groups for practical competence improvement projects	152	155	152
Number of foreign language training participants (Asahi Intecc only) (persons)	10	10	8
Ratio of R&D personnel (Asahi Intecc only) (%)	47.9	43.5	42.6

■ R&D expenses

	FYE June 2022	FYE June 2023	FYE June 2024
R&D expenses (million yen)	8,869	9,723	11,662
Ratio of R&D expenses	11.4	10.8	10.8