

8-2 Non-Financial Summary

CO₂ Emissions (Scope 1 + Scope 2)

	FYE June 2023	FYE June 2024	FYE June 2025	Goal
Scope1(t-CO ₂)	2,367	2,490	2,520	—
Scope2(t-CO ₂)	46,929	48,009	47,932	—
Total	49,296	50,499	50,452	30% reduction by 2030 compared to FYE June 2022*
Emissions by basic sales unit (t-CO ₂ /1 million yen)	0.55	0.47	0.42	—

*Reduction target based on 1.5°C level of SBTi

CO₂ Emissions (Scope 3)*

	FYE June 2023	FYE June 2024	FYE June 2025	Goal
Scope3(t-CO ₂)*	140,915	172,463	141,302	—
Emissions by basic sales unit (t-CO ₂ /1 million yen)	1.56	1.60	1.18	Maintain the level of FYE June 2023

*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 calculation process, it was found that there were differences in the understanding of the scope of Category 3, and the company revised the calculation process accordingly.

Magnitude of impact: FYE June 2022: + 670 t-CO₂
FYE June 2023: + 6,467 t-CO₂,
Emissions by basic sales unit: + 0.07

Tap Water Consumption

	FYE June 2023	FYE June 2024	FYE June 2025
Tap water consumption (1000 m ³)	362	364	385

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

CO₂ Emissions (Scope 3)

	Contents	FYE June 2024	FYE June 2025	Calculation method
Category 1	Purchased goods and services	95,762	92,489	Calculated by multiplying the amount of materials and services purchased by each emission intensity
Category 2	Capital goods	50,119	22,257	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	6,516	6,541	Calculated by multiplying the amount of fuel purchased and energy consumption by each emission intensity.
Category 4	Transportation and distribution (upstream)*	2,700	2,902	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	233	249	Calculated by multiplying the number of employees by the emission intensity
Category 7	Employee commuting	4,175	4,205	Calculated by multiplying the number of commuters divided by work type and city group by each emission intensity
Category 8	Leased assets (upstream)	—	—	Not to be calculated because the Company does not hold applicable leased assets
Category 9	Transportation and distribution (downstream)*	12,642	12,264	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	81	130	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	235	266	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		172,463	141,302	

*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 been revised.

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Employee Data

	FYE June 2023	FYE June 2024	FYE June 2025
Number of employees/consolidated (global) (persons)	10,187	9,371	9,473
Female	7,762	7,020	7,084
Male	2,425	2,351	2,389
Medical Division	6,188	5,773	5,778
Device Division	3,425	3,062	3,171
Company-wide (common)	574	536	524
Number of employees (Asahi Intecc only) (persons)	1,016	1,088	1,196
Female	291	329	376
Male	725	759	820
Medical Division	607	646	715
Device Division	293	314	342
Company-wide (common)	116	128	139
Length of service (Asahi Intecc only) (years)*	7.3	7.2	7.2
Female	6.0	5.8	5.8
Male	7.8	7.9	7.9
Average age (Asahi Intecc only) (years old)	36.7	36.9	37.1
Average annual salary (Asahi Intecc only) (10,000 yen)	628	650	695

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

Indicators regarding Work-Life Balance

	FYE June 2023	FYE June 2024	FYE June 2025
Average monthly overtime (Asahi Intecc only) (hours)	24.4	23.9	21.8
Rate of taking paid leave (Asahi Intecc only) (%)	74.6	72.1	75.6
Voluntary turnover rate of regular employees (Asahi Intecc only)* (%)	6.1	6.5	5.1
Number of sites with flextime systems (sites)	6	6	9

*We recognize that our turnover rate is very low compared to the average of other companies.

Technology-Related Data

Number of Patents/Designs Owned

	FYE June 2023	FYE June 2024	FYE June 2025
Number of patents/designs owned (global)	806	938	1,014

Indicators regarding Diversity Promotion

	FYE June 2023	FYE June 2024	FYE June 2025	Goal
Ratio of female employees (global) (%)	76.2	73.7	74.8	–
Ratio of female managers (global)*1 (%)	36.3	35.8	33.5	Maintain 30% or more
Ratio of female managers (Asahi Intecc only)*2 (%)	12.0	12.3	14.3	13% or more as of FYE June 2026
Employment ratio of new female graduates (Asahi Intecc only) (%)	26.5	33.3	29.1	Maintain 25% or more
Employment ratio of new female graduates in technical positions (Asahi Intecc only) (%)	21.9	33.3	20.5	Maintain 20% or more
Gender pay gap (Asahi Intecc only) (%)	61.1	61.2	62.2	–
Gender pay gap of regular workers*3	82.0	81.7	80.1	–
Gender pay gap of part-time and fixed-term workers*4	24.3	27.3	30.9	–
Rate of taking childcare leave by female employees (Asahi Intecc only) (%)	100.0	100.0	90.0	–
Rate of taking childcare leave by male employees (Asahi Intecc only) (%)	54.5	57.7	68.0	Maintain 50% or more
Ratio of foreign employees (global) (%)	86.2	84.0	82.8	–
Ratio of foreign managers (global)*1 (%)	65.9	60.5	64.9	–
Ratio of mid-career hires in managerial positions (global)*1 (%)	54.7	57.6	60.3	–
Employment ratio of people with disabilities (in Japan) (%)	2.57	3.05	2.76	–

*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 2025)

	Male	Female	Total
Ratio of male and female employees by type of employment (Asahi Intecc only) (%)	63.5	36.5	100.0
Regular employees	60.5	23.3	83.8
Reemployment after retirement age	2.5	0.4	2.9
Fixed-term contract employees	0.2	0.7	0.9
Part-timers	0.3	12.1	12.4

■ Indicators regarding Human Resources Vision

	FYE June 2023	FYE June 2024	FYE June 2025
Number of Meisters (Asahi Intecc only) (persons)	5	5	4
Number of registered groups for practical competence improvement projects	155	152	47
Number of foreign language training participants (Asahi Intecc only) (persons)	10	8	10
Ratio of R&D personnel (Asahi Intecc only) (%)	43.5	42.6	43.6

R&D Expenses

	FYE June 2023	FYE June 2024	FYE June 2025
R&D expenses (million yen)	9,723	11,662	12,248
Ratio of R&D expenses (%)	10.8	10.8	10.2