

Kyowa Hakko Bio

SUSTAINABILITY DATA 2024

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Kyowa Hakko Bio Group's Sustainability Data

Profile

		2019	2020	2021	2022	2023
Sales revenue (¥100 million)	Kyowa Hakko Bio	749	573	530	511	514
Number of employees*1	Consolidated	1,953	2,002	2,019	2,042	2,073
	Japan	1,212	1,201	1,187	1,125	1,086
	Overseas	741	801	832	917	987

*1 The figures are as of the end of each fiscal year. They include employees loaned from other companies but not to other companies. Due to this calculation method, the number of employees may not be consistent with figures in other reports such as the Kirin Holdings' report.

The Environment

This table includes data from the following companies.

Japan: Kyowa Hakko Bio, Kyowa Pharma Chemical

Overseas: BioKyowa, Shanghai Kyowa Amino Acid, Thai Kyowa Biotechnologies

		2019	2020	2021	2022	2023
Water resources	Water use volumes (thousand m ³)	38,465	28,520	23,743	23,963	19,264
	Japan	28,669	18,832	13,972	13,746	11,635
	Overseas	9,796	9,688	9,771	10,217	7,629
	Total recycled water use volumes in plants and offices (thousand m ³)	95,542	81,329	76,287	57,561	73,525
Wastewater	Volume of wastewater (thousand m ³)	43,512	31,670	28,035	25,993	22,179
	COD (t)	792	534	540	799	717
	Japan	202	74	96	94	85
	Overseas	590	460	444	705	632
	Nitrogen (t)	793	605	546	788	577
	Japan	208	89	102	97	79
	Overseas	585	516	444	691	498
	Phosphorus (t)	8	21	27	17	11
Japan	8	7	8	6	5	
Overseas	0.09	14	19	11	6	

Environmental management	Number of companies that conducted an environmental audit	8	0	2	2	4
	Manufacturing sites certified with ISO 14001 (as of June 2024)	Kyowa Hakko Bio, Kyowa Pharma Chemical, Thai Kyowa Biotechnologies, Shanghai Kyowa Amino Acid				

		2019	2020	2021	2022	2023
Climate change	GHG emissions (thousand tCO ₂ e)	477	408	392	363	305
	Scope 1 and 2	243	219	201	170	129
	Scope 1 (direct emissions)	47	44	41	40	33
	Scope 2 (indirect emissions from energy use)	196	175	161	131	96
	Scope 3 (other indirect emissions)	234	189	190	193	176
	GHG emissions intensity per unit of sales (tCO ₂ e / million yen)	6.4	7.1	7.4	7.1	5.9
Waste	Use of energy (TJ)	2,735	2,552	2,480	2,355	2,136
	Amount of waste generated (thousand t)	55	43	39	39	29
	Amount of waste disposed on site (thousand t)	2	2	2	0	0
	Amount of recycled waste (thousand t)	52	40	36	38	29
	Final disposal volume (thousand t)	0.7	0.6	0.6	1.1	1.0
	Recycling rate (%)	98.7	98.7	98.5	97.1	96.7
Air pollutants	Amount of NOX emissions (t)	18	15	17	22	18
	Amount of SOX emissions (t)	4.9	1.4	2.8	0.6	1.0
VOC*2	Methanol (t)	183	144	232	255	266
	Acetone (t)	8	6	4	5	7
	Substances subject to PRTR Act (t)	49	35	47	40	40
	Ethyl acetate, etc. (t)	74	57	110	85	100
	Total (t)	314	242	393	385	413

*2 The item covers manufacturing sites in Japan (Kyowa Hakko Bio and Kyowa Pharma Chemical).

Social

This table includes data from the following companies.

Japan: Kyowa Hakko Bio, Kyowa Pharma Chemical

Overseas: BioKyowa, Shanghai Kyowa Amino Acid, Thai Kyowa Biotechnologies,

Kyowa Hakko U.S.A., Kyowa Hakko Europe, Kyowa Hakko Bio Italia, Kyowa Hakko Bio Singapore, Kyowa Hakko (Guangdong) Pharmaceutical

(As of June 2024)

Quality Assurance	Manufacturing sites certified under the FSSC22000 certification	Kyowa Hakko Bio, BioKyowa, Thai Kyowa Biotechnologies
	Manufacturing sites certificated for compliance with pharmaceutical Good Manufacturing Practice (GMP) standards which are set by regulatory authorities in each country	Kyowa Hakko Bio, Kyowa Pharma Chemical, Shanghai Kyowa Amino Acid

		Indicator	2019	2020	2021	2022	2023	
Sustainable Procurement		Percentage of procurement personnel trained in supply chain policies (%)* ¹	—	—	100	100	100	
		Reported number of incidents of child labor on supply chain	0	0	0	0	0	
		Reported number of incidents of forced labor on supply chain	0	0	0	0	0	
Compliance		Percentage of compliance training participants	—	—	—	93.0	96.8	
		Percentage of sites conducting compliance risk assessments (%)	—	—	—	100	100	
Employees	Engagement	Employee Engagement Score (%)* ²	—	68	70	72	72	
	Development	Percentage of employees receiving regular performance and career development reviews (%)* ³	100	100	100	100	100	
		Mobility	Average length of service (years/employee)* ⁴	16.0	14.5	14.3	13.5	13.2
	Japan		19.5	19.7	19.7	19.1	19.4	
	Overseas		6.8	6.9	6.9	6.4	6.6	
	Male		16.3	14.9	14.7	13.9	13.9	
	Female		14.9	12.8	13.0	11.9	11.2	
	Turnover rate of employees (%)* ⁵	Japan	6.4	8.2	10.5	10.9	10.9	
		Overseas	4.0	7.5	8.3	8.7	10.0	
		Overseas	10.4	9.2	13.6	13.6	11.9	
	Diversity	Percentage of female executives at Kyowa Hakko Bio (%)	0.0	0.0	0.0	20.0	20.0	
		Percentage of female directors (%)* ³	Japan	17.5	18.4	18.5	17.9	19.7
			Overseas	8.4	10.5	10.9	12.1	12.2
		Percentage of female employees (%)* ³	Japan	33.1	30.6	30.1	31.0	34.4
			Overseas	23.8	23.9	23.8	24.0	24.7
			Overseas	23.4	23.0	22.7	22.3	21.7
		Percentage of female employees among new hires (%)* ³	Japan	24.4	25.2	25.3	26.1	27.9
			Overseas	27.5	23.0	23.6	27.1	31.2
Overseas			37.1	34.5	39.2	36.2	13.8	
Percentage of employees by age group (%)* ³		Under 30 (%)	24.6	18.4	18.6	25.3	33.9	
	30 to 49 years old (%)	18.6	19.3	19.8	19.9	18.9		
	50 years old and over (%)	54.0	54.5	54.1	54.0	53.2		
	50 years old and over (%)	27.4	26.2	26.0	26.1	27.9		
Percentage of employees with disabilities (%)* ³	Japan	1.6	1.6	1.6	1.4	1.4		
	Overseas	2.2	2.3	2.4	2.2	2.2		
	Overseas	0.5	0.5	0.5	0.4	0.4		

		Indicator	2019	2020	2021	2022	2023	
Employees	Health and Safety	Return to work after maternity/parental leave (%)* ⁶	100	100	100	100	98.2	
		Male	100	100	100	100	100	
		Female	100	100	100	100	95.7	
		Percentage of employees covered by occupational health and safety policy (%)	100	100	100	100	100	
		Annual total working hours per employee (hours/person)	Japan	1,988	2,040	2,070	1,936	1,940
			Overseas* ⁴	1,971	2,070	2,092	2,047	1,956
		Occupational accident severity rate (%)	2,032	1,968	2,019	1,804	1,922	
		Lost time injury frequency rate (LTIR) (number/million hours)* ⁷	Japan	0.011	0.017	0.015	0.031	0.096
			Overseas	1.07	1.01	1.82	1.50	1.57
			Overseas	0.51	0.92	2.02	0.56	1.40
		Number of employee fatalities due to occupational accidents* ⁷	1.67	1.12	1.55	2.57	1.78	
		Percentage of employees covered by medical coverage (%)* ³	0	0	0	0	0	
		Percentage of employees taking periodic health checkups (%)	Japan	100	100	100	100	100
			Overseas	93.6	93.8	95.2	93.6	96.1
		Stress check response percentage* ¹	90.0	89.8	90.6	92.6	92.1	
		Aggregate results of stress checks (overall health risk)* ¹	95	88	86	86	90	

Unless otherwise stated on this page (and in the indicator data of the same name on other pages), calculations are based on full-time employees.

*1 Scope includes only Kyowa Hakko Bio (non-consolidated).

*2 Scores from employee engagement surveys (including full-time employees, part-time employees, and dispatch and contract workers) are calculated as a weighted average based on the number of respondents.

*3 Kyowa Hakko Bio Singapore included from 2020.

*4 Shanghai Kyowa Amino Acid included from 2020. Kyowa Hakko Bio Singapore included from 2021.

*5 Number of permanent employees who left their jobs during the year / Number of permanent employees at the end of the year (resignations include voluntary resignations, company-initiated resignations, retirements, and deaths during employment).

*6 Kyowa Hakko Bio Singapore included from 2020. Shanghai Kyowa Amino Acid included from 2021.

*7 Scope includes all production sites of the Kyowa Hakko Bio Group.

		Indicator	2019	2020	2021	2022	2023
Employees	Labor Practices	Percentage of employees covered by collective bargaining agreements (%) *1	70.4	70.5	71.3	72.0	72.6
		Japan	74.7	74.4	73.7	72.4	71.7
		Overseas	63.3	64.6	67.9	74.1	73.5
		Percentage of employees covered by human rights policy (%)	100	100	100	100	100
		Percentage of employees trained in human rights (%) *1	96.9	70.8	94.5	91.3	94.3
		Percentage of sites that provided opportunities for learning about human rights (%) *1	100	100	100	100	100
		Number of grievances related to labor practices or human rights impacts that were filed, addressed, and resolved through formal grievance mechanisms *1	2	6	4	3	3

Definition of Disclosed Data

Unless otherwise indicated, the disclosed data is rounded to the appropriate number of digits. Since each item is rounded, the total may not match the sum of the breakdown.

Environmental Data Calculation Methods

Usage Factors

Energy Use Conversion Factors

Fuel	"Act on the Rational Use of Energy" Factors
Electricity	Used 3.6 (MJ/kWh), which is used by International Energy Agency (IEA) and other organizations
Steam	Theoretical calorific value (1 MJ/MJ) on the consumption side.

Emission Factors for GHG Emissions

Fuel, steam	<ul style="list-style-type: none"> Emission factors from Greenhouse Gas Emissions Calculation and Reporting Manual (Ministry of Environment/Ministry of Economy, Trade & Industry) USA - GHG Emission Factors Hub (Bio Kyowa Inc.)
Electricity	Emission factors published by individual power companies. If none published: Emission factors by country from IEA's Emission Factors for the year in question
Scope3	DEA (Inventory Database for Environmental Analysis: LCA database provided by the National Institute of Advanced Industrial Science and Technology (AIST)) is used to the extent possible in calculations after 2019 (Using IDEA versions 2.3, 3.1, 3.2, and 3.3). In addition, literature values such as the Ministry of the Environment's emissions intensity database and LCA reports for each industry are used.

Calculation Method

Kyowa Hakko Bio Group's GHG emissions are calculated in accordance with the Kirin Group's policy, which is based on the GHG Protocol. For details, please refer to the "Environmental Data Calculation Method" in [the Kirin Group ESG Databook 2024](#). In doing so, retroactive adjustments have been made to prior years' data to exclude Kyowa Hakko Bio's alcohol business (which was transferred to Mercian in 2020).