Kyowa Hakko Bio
SUSTAINABILITY DATA 2025

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Kyowa Hakko Bio Group's Sustainability Data

Profile

		2020	2021	2022	2023	2024
Sales revenue (¥100 million)	Kyowa Hakko Bio	573	530	511	514	502
Number of employees*1	Consolidated	2,002	2,019	2,042	2,073	1,955
	Japan	1,201	1,187	1,125	1,086	962
	Overseas	801	832	917	987	993

*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

		2020	2021	2022	2023	2024
Water resources	Water use volumes (thousand m^3)	28,520	23,743	23,963	19,264	16,726
	Japan	18,832	13,972	13,746	11,635	11,215
	Overseas	9,688	9,771	10,217	7,629	5,510
	Total recycled water use volumes in plants and offices (thousand m^3)	81,329	76,287	57,561	73,525	63,194
Wastewater	Volume of wastewater (thousand m^3)	31,670	28,035	25,993	22,179	20,221
	COD (t)	534	540	799	717	481
	Japan	74	96	94	85	62
	Overseas	460	444	705	632	419
	Nitrogen (t)	605	546	788	577	284
	Japan	89	102	97	79	87
	Overseas	516	444	691	498	197
	Phosphorus (t)	21	27	17	11	9
	Japan	7	8	6	5	4
	Overseas	14	19	11	6	5

Environmental management	Number of companies that conducted an environmental audit	0	2	2	4	4
	Manufacturing sites certified with ISO 14001 (as of June 2025)	Kyowa Hakko Bio, Kyowa Pharma Chemical, Thai Kyowa Biotechnologies, Shanghai Kyowa Amino Acid				

		2020	2021	2022	2023	2024
Climate change	GHG emissions (thousand tCO_2e)	408	392	363	305	215
	Scope 1 and 2	219	201	170	129	78
	Scope 1 (direct emissions)	44	41	40	33	26
	Scope 2 (indirect emissions from energy use)	175	161	131	96	89
	Scope 3 (other indirect emissions)	189	190	193	176	137
	GHG emissions intensity per unit of sales (tCO_2e / million yen)	7.1	7.4	7.1	5.9	4.3
	Use of energy (TJ)	2,552	2,480	2,355	2,136	1,839
Waste	Amount of waste generated (thousand t)	43	39	39	29	23
	Amount of waste disposed on site (thousand t)	2	2	0	0	0
	Amount of recycled waste (thousand t)	40	36	38	29	22
	Final disposal volume (thousand t)	0.6	0.6	1.1	1.0	0.6
	Recycling rate (%)	98.7	98.5	97.1	96.7	97.2
Air pollutants	Amount of NOX emissions (t)	15	17	22	18	12
	Amount of SOX emissions (t)	1.4	2.8	0.6	1.0	0.5
VOC*2	Methanol (t)	144	232	255	266	44.1
	Acetone (t)	6	4	5	7	0.3
	Substances subject to PRTR Act (t)	35	47	40	40	6.5
	Ethyl acetate, etc. (t)	57	110	85	100	21.7
	Total (t)	242	393	385	413	72.6

*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 2025)

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	2020	2021	2022	2023	2024
Sustainable Procurement		Percentage of procurement personnel trained in supply chain policies (%)*1	—	100	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	97.7
		Percentage of sites conducting compliance risk assessments (%)	—	—	100	100	100
Employees	Engagement	Employee Engagement Score (%) *2	68	70	72	72	74
	Development	Percentage of employees receiving regular performance and career development reviews (%) *3	100	100	100	100	97.7
	Mobility	Average length of service (years/employee) *4	14.5	14.3	13.5	13.2	13.2
		Japan	19.7	19.7	19.1	19.4	19.1
		Overseas	6.9	6.9	6.4	6.6	7.4
		Male	14.9	14.7	13.9	13.9	14.0
		Female	12.8	13.0	11.9	11.2	10.8
		Turnover rate of employees (%) *5	8.2	10.5	10.9	10.9	10.7
		Japan	7.5	8.3	8.7	10.0	10.5
		Overseas	9.2	13.6	13.6	11.9	10.8
	Diversity	Percentage of female executives at Kyowa Hakko Bio (%)	0.0	0.0	20.0	20.0	0.0
		Percentage of female directors (%) *3	18.4	18.5	17.9	19.7	22.4
		Japan	10.5	10.9	12.1	12.2	11.9
		Overseas	30.6	30.1	31.0	34.4	39.5
		Percentage of female employees (%) *3	23.9	23.8	24.0	24.7	24.9
		Japan	23.0	22.7	22.3	21.7	21.1
		Overseas	25.2	25.3	26.1	27.9	28.9
		Percentage of female employees among new hires (%) *3	23.0	23.6	27.1	31.2	33.3
		Japan	34.5	39.2	36.2	13.8	27.5
		Overseas	18.4	18.6	25.3	33.9	36.4
		Percentage of employees by age group (%) *3					
		Under 30 (%)	19.3	19.8	19.9	18.9	16.6
		30 to 49 years old (%)	54.5	54.1	54.0	53.2	54.9
		50 years old and over (%)	26.2	26.0	26.1	27.9	28.5
		Percentage of employees with disabilities (%) *3	1.6	1.6	1.4	1.4	1.4
		Japan	2.3	2.4	2.2	2.2	2.3
		Overseas	0.5	0.5	0.4	0.4	0.4

		Indicator	2020	2021	2022	2023	2024
Employees	Health and Safety	Return to work after maternity/parental leave (%) *6	100	100	100	98.2	100
		Male	100	100	100	100	100
		Female	100	100	100	95.7	100
		Percentage of employees covered by occupational health and safety policy (%)	100	100	100	100	100
		Annual total working hours per employee (hours/person)	2,040	2,070	1,936	1,940	1,931
		Japan	2,070	2,092	2,047	1,956	1,965
		Overseas*4	1,968	2,019	1,804	1,922	1,898
		Occupational accident severity rate (%)	0.017	0.015	0.031	0.096	0.042
		Lost time injury frequency rate (LTIR) (number/million hours) *7	1.01	1.82	1.50	1.57	1.89
		Japan	0.92	2.02	0.56	1.40	1.26
		Overseas	1.12	1.55	2.57	1.78	2.67
		Number of employee fatalities due to occupational accidents *7	0	0	0	0	0
		Percentage of employees covered by medical coverage (%) *3	100	100	100	100	99.5
		Percentage of employees taking periodic health checkups (%)	97.6	98.1	97.2	98.2	95.3
		Japan	100	100	100	100	100
		Overseas	93.8	95.2	93.6	96.1	90.6
		Stress check response percentage*1	89.8	90.6	92.6	92.1	85.8
		Aggregate results of stress checks (overall health risk)*1	88	86	86	90	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	2020	2021	2022	2023	2024
Employees	Labor Practices	Percentage of employees covered by collective bargaining agreements (%) *1	70.5	71.3	72.0	72.6	72.5
		Japan	74.4	73.7	72.4	71.7	71.9
		Overseas	64.6	67.9	74.1	73.5	73.1
		Percentage of employees covered by human rights policy (%)	100	100	100	100	97.2
		Percentage of employees trained in human rights (%) *1	70.8	94.5	91.3	94.3	95.2
		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	6	4	3	3	1

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	• 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 2025. 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).