

Data

As of March 31, 2023

Society					
JCR Pharmaceuticals Co., Ltd. (non-consolidated)	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees	613	654	719	797	854
Research	129	146	154	221	244
Development	32	33	38	58	46
Production	230	246	270	209	226
Sales	117	119	122	118	121
Quality Assurance	31	33	36	81	102
Administration and other	74	77	99	110	115
Number of male employees	385	411	449	483	507
Number of female employees	228	243	270	314	347
Number of male managers	165	159	169	176	182
Number of female managers	19	19	20	24	26
Percentage of female employees	37.2%	37.2%	37.6%	39.4%	40.6%
Percentage of female managers	10.3%	10.7%	10.6%	12.0%	12.5%
Number of male new graduates	18	15	14	23	9
Number of female new graduates	10	7	15	17	13
Number of mid-career recruits	60	42	65	38	68
Average age	41.4	41.4	41.2	40.9	40.7
Length of service	8.8	8.9	8.9	8.7	8.7
Number of persons with disabilities	8	10	11	18	18
Percentage of employment of persons with disabilities	1.6%	1.7%	1.7%	2.3%	2.0%
Number of retired employee	9	16	11	13	19
Turnover rate	1.8%	3.1%	1.9%	2.1%	2.8%
Percentage of acquisition of paid leave	9	15	9	4	13
Number of rehired employees	8	14	6	4	12
Percentage of rehired employees	88.9%	93.3%	66.7%	100%	92.3%
Percentage of acquisition of paid leave	68.1%	68.0%	62.7%	68.1%	75.5%
Average overtime hours	12.5	12.2	15.1	14.0	15.2

Society

JCR Pharmaceuticals Co., Ltd. (non-consolidated)	FY2018	FY2019	FY2020	FY2021	FY2022
Number of parenting leave takers	8	9	13	4	11
Number of childcare leave takers	8	11	16	12	26
Percentage of acquisition of parenting leave and childcare leave (female)	100%	100%	100%	100%	100%
Percentage of acquisition of childcare leave (male)	35%	14%	7%	33%	67%
Percentage of returning to work after childcare leave	100%	100%	100%	100%	100%
Number of recipients of childcare subsidy	27	30	24	30	30
Number of short-timers	16	15	20	24	28
Number of savable paid leave takers*	—	260	112	319	125
Number of occupational accidents (without leave of absence)	2	2	8	7	8
Number of occupational accidents (leave of absence)	0	0	0	1	0
Number of Group training sessions	15	15	8	16	— *2
Total Group training attendance time	135	126	60	112	— *2
Total cost of English language training (millions of yen)	570	720	1700	2,790	3400
Number of meetings with investors (Japan)	103	137	105	124	155
Number of meetings with investors (Overseas)	20	21	12	9	22

*1 Instituted since FY2019

*2 FY2022 employee training was reassigned to compliance training

Data

As of March 31, 2023

Corporate Governance		FY2018	FY2019	FY2020	FY2021	FY2022
JCR Pharmaceuticals Co., Ltd. (non-consolidated)						
Board of Directors	Directors	9	9	9	9	11
	Outside directors	4	4	4	4	6
	Female director	1	1	1	1	1
Board of Directors Meeting	Number of meetings held	14	13	15	15	13
	Attendance rate	98.39%	99.15%	99.26%	98.52%	99.30%
Audit & Supervisory Board	Audit & Supervisory Board members	5	5	5	5	5
	Independent Outside Audit & Supervisory Board members	5	5	5	5	5
Audit & Supervisory Board Meeting	Number of meetings held	13	13	12	13	13
	Attendance rate	98.46%	100%	100%	98.46%	98.50%
Management Committee	Directors	6	6	6	6	5
	Outside directors	1	1	1	1	0
	Female director	0	0	0	0	0
	Audit & Supervisory Board members	2	2	2	2	2
	Independent Outside Audit & Supervisory Board members	2	2	2	2	2
	Corporate Officers	7	6	4	4	5
	Female Corporate Officers	2	2	1	1	1
	Advisers	1	2	2	2	2
Advisory Committee for	Number of meetings held	4	7	7	6	10
Nomination, Compensation, Etc.	Attendance rate	95.00%	90.24%	100%	100%	94.12%
Compliance Control Committee	Number of meetings held	2	1	2	2	2
	Attendance rate	96.67%	93.75%	100%	95.83%	100%
General compliance training	Number of times held	1	2	1	5	9
	Attendance rate	100%	100%	100%	99.88%	90% or more
Stress check	Number of times held	1	1	1	1	1
	Attendance rate	88.1%	92.6%	91.5%	95.4%	95.4%

Environment

JCR Pharmaceuticals Co., Ltd. (non-consolidated)		FY2018	FY2019	FY2020	FY2021	FY2022
Electricity (1,000kWh)	Research Division	4,512.009	4,464.587	4,602.125	5,068.261	5,857.852
	Production Division	7,678.841	7,606.577	8,408.000	9,012.701	9,731.705^{*3}
Water (m ³)	Research Division	6,389.000	5,870.000	5,280.000	2,097.000	8,735.000
	Production Division	37,660.000	38,901.000	36,061.000	53,004.000	43,374.000
Gas (1,000m ³)	Research Division	0.07	0.06	0.06	8.16	201.67
	Production Division	604	611	709	734	858
CO ₂ emissions (t) ^{*1}	Business activities	—	426	244	112	—^{*1}
GHG emissions (t) ^{*2}	Scope 1	—	—	—	2,232	3,315
	Scope 2	—	—	—	5,136	5,266
	Scope 3	—	—	—	78,168	79,466
BOD (t)		2.47	2.40	8.62	15.36	6.14

*1 Data obtained beginning in FY2019 (FY2022 data is Included in GHG emissions Scope 1)

*2 Data obtained beginning in FY2021

*3 Includes 136.793 of electricity derived from renewable energy sources (data from August 2022 to March 2023)