Data

Data As of March 31, 2026

Society

JCR Pharmaceuticals Co., Ltd. (non-consolidated)	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Number of employees	654	719	797	854	900	938	937
Research	146	154	221	244	261	286	225
Development	33	38	58	46	46	69	73
Production	246	270	209	226	238	244	230
Sales	119	122	118	121	119	126	124
Quality Assurance	33	36	81	102	112	89	156
Administration and other	77	99	110	115	124	124	129
Number of male employees	411	449	483	507	521	541	546
Number of female employees	243	270	314	347	379	397	391
Number of male managers	159	169	176	182	194	195	202
Number of female managers	19	20	24	26	33	39	41
Percentage of female employees	37.2%	37.6%	39.4%	40.6%	42.1%	42.3%	41.7%
Percentage of female managers	10.7%	10.6%	12.0%	12.5%	14.5%	16.7%	16.9%
Number of male new graduates	15	14	23	9	11	26	10
Number of female new graduates	7	15	17	13	10	11	7
Number of mid-career recruits	42	65	21	38	31	28	25
Average age	41.37	41.21	40.91	40.74	41.15	41.06	41.43
Length of service	8.93	8.9	8.7	8.74	8.93	9.03	9.49
Number of persons with disabilities	10	11	18	18	22	21	18
Percentage of employment of persons with disablities	1.7%	1.7%	2.3%	2.0%	2.2%	2.0%	1.9%
Number of retired employee	16	11	13	19	30	43	27
Turnover rate	3.1%	1.9%	2.1%	2.8%	4.2%	5.9%	3.6%
Number of mandatory retirement employees	15	9	4	13	7	22	13
Number of rehired employees	14	6	4	13	6	21	11
Percentage of rehired employees	93.3%	66.7%	100.0%	100.0%	85.7%	95.5%	84.6%
Percentage of acquisition of paid leave	68.0%	62.7%	68.1%	75.5%	78.2%	76.0%	77.6%
Average overtime hours	12.2	15.1	14.0	14.6	13.1	11.4	11.7
Number of parenting leave takers	9	13	4	11	16	11	17
Number of childcare leave takers	11	16	12	27	37	33	42
Percentage of acquisition of parenting leave and childcare leave (f	100%	100%	100%	100%	100%	100%	100%
Percentage of acquisition of childcare leave (male)	14%	7%	33%	67%	80%	63%	88%
Percentage of returning to work after childcare leave	100%	100%	100%	100%	100%	100%	100%
Number of recipients of childcare subsidy	30	24	30	30	30	23	27
Number of short-timers	15	20	24	28	23	41	48
Number of savable paid leave takers*1	260	112	319	57	81	84	132
Number of occupational accidents (without leave of absence)	2	8	7	11	7	4	9
Number of occupational accidents (leave of absence)	0	0	1	0	0	1	0
Number of Group training sessions	15	8	16	—*2	10	20	19
Total Group training attendance time	126	60	112	—*2	80	142	140
Total cost of English language training (millions of yen)	720	1700	2790	3400	3460	3620	3500
Number of meetings with investors (Japan)	137	105	124	155	179	142	112
Number of meetings with investors (Overseas)	21	12	9	22	49	34	32

*1 Instituted since FY2019

*2 FY2022 employee training was reassigned to compliance training

Corporate Governance

JCR Pharmaceuticals Co., Ltd. (non-consolidated)		FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Borad of Directors	Directors	9	9	9	11	12	11	11
	Outside directors	4	4	4	6	7	6	6
	Female director	1	1	1	1	1	2	2
Board of Directors Meeting	Number of meetings held	13	15	15	13	13	14	12
	Attendance rate	99.15%	99.17%	98.52%	99.17%	99.17%	98.52%	95.93%
Audit & Supervisory Board	Audit & Supervisory Board members	5	5	5	5	5	5	3
	Independent Outside Audit & Supervisory Board	5	5	5	5	5	5	3
Audit & Supervisory Board Meeting	Number of meetings held	13	12	13	13	13	13	12
	Attendance rate	100%	100%	98.46%	98.46%	98.46%	100%	95%
Management Committee	Directors	6	6	6	5	6	6	6
	Outside directors	1	1	1	0	1	1	1
	Female director	0	0	0	0	0	1	1
	Audit & Supervisory Board members	2	2	2	2	2	2	2※3
	Independent Outside Audit & Supervisory Board	2	2	2	1	1	1	1

	Corporate Officers	6	4	4	5	5	7	7
	Female Corporate Officers	2	1	1	1	1	2	2
	Advisers	2	2	2	2	2	2	2
Advisory Committee for Nomination, Compensation, Etc.	Number of meetings held	7	7	6	10	5	5	7
	Attendance rate	90.24%	100%	100%	94.12%	97.14%	100%	100%
General compliance training	Number of times held	2	1	5	9	5	4	4
	Attendance rate	100%	100%	99.88%	90%	95.50%	99%	95%
Stress check	Number of times held	1	1	1	1	1	1	1
	Attendance rate	92.60%	91.50%	92.4%	95.4%	99.0%	98.8%	97.0%

*3 One Corporate Auditor retired on June 25, 2025; accordingly, the number of Corporate Auditors was reduced to one thereafter.

Environment

JCR Pharmaceuticals Co., Ltd. (non-consolidated)		FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Water (m3)	研究本部	5,870.000	5,280.000	2,097.000	8,735.000	9,829.000	11,295.000	11,968.000
	生産本部	38,901.000	36,061.000	53,004.000	43,374.000	53,280.000	48,032.000	43,935.000
GHG emissions (t) *4	Scope1	-	-	2,232	3,315	2,756	2,779	2,764
	Scope2	-	-	5,136	5,266	10,884	8,392	7,886
	Scope3	-	-	78,168	79,466	35,879	57,014	63,855
BOD (t)		2.40	8.62	15.36	5.467	4.193	3.899	2.191*5
BOD (t) Breakdown	Research Division (t)			2.560	1.587	1.598	1.331	
	Production Division (t)			2.907	2.606	2.301	0.860	

*4 Data obtained beginning in FY2021

*5 The reporting boundary differs from the previous year because BOD measurements were not conducted for part of the year at certain sites due to renovation work. In addition, the reported value decreased as a result of lower overall water