

Governance data

Governance structure

Item			Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Director	In-house	male	Osaka Organic Chemistry	Number of people	5	4	4	4	4	4
		woman			0	0	0	0	0	0
		total			5	4	4	4	4	4
	Outside (independent)	male			2	2	2	2	2	2
		woman			0	0	0	0	0	0
		total			2	2	2	2	2	2
	total				7	6	6	6	6	6
	Auditor	In-house			male	1	1	1	1	1
woman					0	0	0	0	0	0
total					1	1	1	1	1	1
Outside (independent)		male			0	0	0	0	0	0
		woman			2	2	2	2	2	2
		total			2	2	2	2	2	2
total		3			3	3	3	3	3	
board member (Directors and Audit & Supervisory Board Members)		In-house			6	5	5	5	5	5
	Outside (independent)				4	4	4	4	4	4
	total				10	9	9	9	9	9
board member (Directors and Audit & Supervisory Board Members)	male	male			8	7	7	7	7	7
	woman	woman			2	2	2	2	2	2
	total	total			10	9	9	9	9	9
Ratio of independent outside directors			Osaka Organic Chemistry	%	28.6	33.3	33.3	33.3	33.3	33.3
Ratio of female officers			Osaka Organic Chemistry	%	20.0	22.2	22.2	22.2	22.2	22.2

Number of meetings held, attendance rate※

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Number of meetings of the board of directors		Osaka Organic Chemistry	times	19	16	16	16	16	16
Average attendance rate of directors to the board of directors			%	99	100	98	99	100	99
Average attendance rate of corporate auditors to the board of directors			%	98	100	100	100	100	100
Number of meetings of the Board of Corporate Auditors			times	15	16	15	16	15	15
Average attendance rate of the Board of Corporate Auditors			%	100	100	100	100	100	100
Number of advisory board meetings	Appointment nomination		times	5	2	2	2	4	3
	Reward		times	5	4	3	4	3	4

※ Data from December of each year to November of the following year

Officer compensation

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Director (Excluding outside officers)	Total reward	Osaka Organic Chemistry	One million yen	174	137	125	131	114	98
	Number of eligible officers※1		Number of people	7	6	5	4	5	4
Auditor (Excluding outside officers)	Total reward		One million yen	18	18	18	18	18	18
	Number of eligible officers※1		Number of people	1	1	1	1	1	1
Outside officer	Total reward		One million yen	27	26	27	27	28	29
	Number of eligible officers※1		Number of people	4	5	5	4	6	4
total※2				One million yen	219	183	172	178	161

※1 The above number of directors and corporate auditors, remuneration, etc. include remuneration for officers who retired at the time of the Ordinary General Meeting of Shareholders. In addition, there is no executive compensation, etc. received by the relevant officer from a subsidiary of the Company.

※2 Due to rounding down, the sum and total of each item may not match.

Enhancement of corporate governance

Item			Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Number of serious legal violations			Group	number	0	0	0	0	0	0
CGC compliance rate 100% (Has a higher level of governance)			Osaka Organic Chemistry	%	-	-	-	96%	98%	98%

Pursuit of corporate ethics and integrity

Item			Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Penetration of management philosophy			Osaka Organic Chemistry	point	-	-	3.4	3.4	3.4	3.4