

Governance data

Governance structure

Item			Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Director	In-house	male	Osaka Organic Chemistry	Number of people	4	4	4	4	4
		woman			0	0	0	0	0
		total			4	4	4	4	4
	Outside (independent)	male			2	2	2	2	2
		woman			0	0	0	0	0
		total			2	2	2	2	2
	total				6	6	6	6	6
From FY2024 onwards Director (Audit and Supervisory Committee Member)	In-house	male			1	1	1	1	1
		woman			0	0	0	0	0
		total			1	1	1	1	1
	Outside (independent)	male			0	0	0	0	0
		woman			2	2	2	2	2
		total			2	2	2	2	2
	total				3	3	3	3	3
board member (Directors and Audit & Supervisory Board Members)	In-house		5	5	5	5	5		
	Outside (independent)		4	4	4	4	4		
	total		9	9	9	9	9		
board member (Directors and Audit & Supervisory Board Members)	male		7	7	7	7	7		
	woman		2	2	2	2	2		
	total		9	9	9	9	9		
Ratio of independent outside directors			Osaka Organic Chemistry	%	33.3	33.3	33.3	33.3	33.3
Ratio of female officers			Osaka Organic Chemistry	%	22.2	22.2	22.2	22.2	22.2

Number of meetings held, attendance rate ※1

Item			Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Number of meetings of the board of directors			Osaka Organic Chemistry	times	16	16	16	16	16
Average attendance rate of directors to the board of directors				%	98	99	100	99	100
Average attendance rate of corporate auditors to the board of directors ※2				%	100	100	100	100	100
Number of meetings of the Board of Corporate Auditors ※2				times	15	16	15	15	16
Average attendance rate of the Board of Corporate Auditors				%	100	100	100	100	100
Number of advisory board meetings	Appointment nomination			times	2	2	4	3	3
	Reward		times	3	4	3	4	3	

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

※2 From February 28, 2024 onwards, the calculation includes attendance at Board of Directors meetings as an Audit and Supervisory Committee member.

Officer compensation

Item			Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Director (Excluding outside officers)	Total reward		Osaka Organic Chemistry	One million yen	125	131	114	98	130
	Number of eligible officers※3			Number of people	5	4	5	4	4
Audit and Supervisory Committee Members (Excluding outside officers)	Total reward			One million yen					14
	Number of eligible officers※3			Number of people					1
Auditor (Excluding outside officers)	Total reward			One million yen	18	18	18	18	4
	Number of eligible officers※3			Number of people	1	1	1	1	1
Outside officer	Total reward			One million yen	27	27	28	29	30
	Number of eligible officers※3			Number of people	5	4	6	4	4
total※4				One million yen	172	178	161	147	179

※3 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.

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

Enhancement of corporate governance

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Number of serious legal violations	Group	number	0	0	0	0	0
CGC compliance rate 100% (Has a higher level of governance)	Osaka Organic Chemistry	%	-	96	98	98	99