

ESG Data (Environmental, Social, and Governance Data)

■ Environmental

Promoting Environmental Management

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015	
CO ₂	CO ₂ emissions		In Japan	t-CO ₂	173,793	178,510	176,157	
			Global	t-CO ₂	539,642	475,296	243,402	
	CO ₂ emissions by Greenhouse Gas Protocol	Scope 1		In Japan	t-CO ₂	96,599	89,743	85,045
				Global	t-CO ₂	206,757	171,580	115,243
		Scope 2		In Japan	t-CO ₂	77,194	88,767	91,112
				Global	t-CO ₂	332,885	303,716	128,159
Water resources	Water used		In Japan	1,000 m ³	11,628	11,624	11,868	
			Global	1,000 m ³	13,785	12,140	12,531	
	Wastewater		In Japan	1,000 m ³	10,457	10,490	10,834	
			Global	1,000 m ³	11,615	10,937	11,288	
	Effective water usage volume ^{*1}		Global	1,000 m ³	—	—	1,243	
Waste	Waste generated		Global	t	37,191	22,359	21,764	
	Final disposal rate		In Japan	%	0.47	0.68	0.46	
	Amount of office paper consumed		In Japan	Million sheets	67.17	58.98	54.69	

■ Social

Promoting Compliance Management

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015
Compliance	Compliance training ^{*2}		In Japan	Persons	347	384	354
	Training on Daiichi Sankyo Group Individual Conduct Principles	Ratio of employees participating in e-learning and group training	In Japan	%	—	—	100
			Outside Japan	%	—	—	100
	Compliance violations discovered through DS-hotline and reporting venues for sexual and power harassment		In Japan	Cases	5	6	7
	Compliance training based on Corporate Integrity Agreement ^{*3} in the United States		In Japan	Persons	—	74	37
			Outside Japan	Persons	—	1,094	772
	Training by UN Global Compact area (human rights)	Views of intranet training pages (aggregate)	In Japan	Times	—	—	1,578

Mutual Growth of Employees and the Company

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015	
Employees	Number of employees by region ^{*4}	In Japan	In Japan	Persons	9,145	8,549	8,589	
		Outside Japan	Outside Japan	Persons	8,111	7,879	6,660	
		Ranbaxy Group	Outside Japan	Persons	15,535	—	—	
		Total	Consolidated	Persons	32,791	16,428	15,249	
	Employee data ^{*4}	Number of male employees	In Japan	Persons	7,170	6,788	6,631	
			Outside Japan	Persons	—	—	3,290	
		Number of female employees	In Japan	Persons	2,157	1,973	1,958	
			Outside Japan	Persons	—	—	3,370	
		Average years of service		In Japan	Years	17.8	18.0	17.6
		Percentage of female employees		In Japan	%	22.6	22.1	22.8
				Global	%	—	—	34.9
		Percentage of women in managerial positions		In Japan	%	4.2	4.5	5.0
			Global	%	—	—	20.5	
	Challenged worker ^{*4}	Employment rate of people with physical or mental disabilities	In Japan	%	2.21	2.34	2.45	
Human resource development	Number of company-wide award winners ^{*5}	In Japan	Persons	51	46	49		

*1. Water intake – Wastewater

*2. Total of training for new hires, newly appointed managerial employees, newly appointed executive candidates, and mid-career hires

*3. Corporate Integrity Agreement: an agreement regarding legal compliance

*4. Figures as of the settlement date of each Group company; numbers of employees (in Japan) except fiscal 2015 are as of April 1 of the following fiscal year; figures for employment rate of people with physical or mental disabilities are as of June 1 for all fiscal years except fiscal 2015

*5. The total number of employees who received prize from the culture-building and achievement awards.

Enhancement of Communication with Stakeholders

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015
Patients and medical professionals	Evaluation of corporate stance and MR activities	MRs rated (all responding physicians) ^{*6}	In Japan	Rank	First	First	First
		Overall assessment of MRs (cardiologists) ^{*6}	In Japan	Rank	First	First	First
	Number of inquiries received (pharmaceutical products)		In Japan	Cases	120,000	120,000	118,000
Shareholders	Dividends per share	Interim	Non-consolidated	Yes	30	30	40
		Year-end	Non-consolidated	Yes	30	30	30
		Total	Non-consolidated	Yes	60	60	70

Improving Access to Healthcare

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015
Social	Number of mobile healthcare field clinics	Number of activities	In India	Times	501	499	503
			In Cameroon	Times	1,141	1,773	1,758
			In Tanzania	Times	202	306	408
	Number of development projects conducted through the GHIT Fund ^{*7}				3	3	3

Social Contribution Activities

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015
Social	Amount of contributions		In Japan	¥ Million	2,780	2,549	2,176
	Number of visitors to our factories		In Japan	Persons	1,600	1,700	1,200
	Number of visitors to Kusuri Museum		Non-consolidated	Persons	11,811	14,695	13,674
Employees	Acquisition of volunteer leave		In Japan	Persons	16	20	15

■ Governance

Aspect	Classification	Item	Scope	Unit	FY2013	FY2014	FY2015
Governance	Structure of Board of Directors	Number of directors	Non-consolidated	Persons	10	10	10
		Number of outside directors	Non-consolidated	Persons	4	4	4
		Number of female directors	Non-consolidated	Persons	0	0	0
	Structure of Audit & Supervisory Board	Number of Audit & Supervisory Board members	Non-consolidated	Persons	4	4	4
		Number of Outside Audit & Supervisory Board members	Non-consolidated	Persons	2	2	2
		Number of Outside Audit & Supervisory Board members (female)	Non-consolidated	Persons	0	1	1
	Remuneration of Directors	Total	Non-consolidated	¥ Million	669	555	612
	Remuneration of Audit & Supervisory Board members	Total	Non-consolidated	¥ Million	105	105	105

*6. Conducted by ANTERIO Inc. (FY2013—FY2015)

*7. Global Health Innovative Technology Fund

Referenced Guidelines

- UN Global Compact
- Japanese Ministry of the Environment, “Environmental Reporting Guidelines, 2012 Edition”
- ISO 26000
- IIRC (International Integrated Reporting Council), “International Integrated Reporting Framework”