

ESG (Environmental, Social, and Governance) Data

■ Environmental

Promoting Environmental Management

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
CO ₂	CO ₂ emissions		In Japan	t-CO ₂	178,511	176,157	176,732
			Global	t-CO ₂	475,296	243,402	236,162
	CO ₂ emissions by Greenhouse Gas Protocol	Scope 1	In Japan	t-CO ₂	89,743	85,045	91,662
			Global	t-CO ₂	171,580	115,243	115,474
Water resources	Water used		In Japan	1,000 m ³	11,624	11,868	10,986
			Global	1,000 m ³	12,140	12,531	11,534
	Wastewater		In Japan	1,000 m ³	10,490	10,834	9,934
			Global	1,000 m ³	10,937	11,288	10,370
Effective water usage volume*1		Global	1,000 m ³	—	1,243	1,164	
Waste	Waste generated		In Japan	t	24,120	19,676	20,588
			Global	t	22,359	21,764	22,756
	Final disposal rate		In Japan	%	0.68	0.46	0.69
			Amount of office paper consumed	In Japan	Million sheets	58.98	54.69

■ Social

Promoting Compliance Management

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
Compliance	Compliance training*2		In Japan	Persons	384	354	436
	Training on Daiichi Sankyo Group Individual Conduct Principles	Ratio of employees participating in e-learning and group training	In Japan	%	—	100	100
			Outside Japan	%	—	100	100
	Compliance violations discovered through DS-hotline and reporting venues for sexual and power harassment		Non-consolidated	Cases	6	7	0
	Compliance training based on Corporate Integrity Agreement*3 in the United States		In Japan	Persons	74	37	125
			Outside Japan	Persons	1,094	772	2,001
	GVP*4 training	Ratio of GVP-related employees undergoing training	Non-consolidated	%	100	100	100
			Ratio of all employees (excluding GVP-related employees) undergoing training	Non-consolidated	%	98.4	98.6
Development-related training (including GCP)	Aggregate number of e-learning programs and group training sessions	Non-consolidated	Times	24	31	93	

Mutual Growth of Employees and the Company

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
Employees	Number of employees by region*5	In Japan	In Japan	Persons	8,549	8,589	8,648
		Outside Japan	Outside Japan	Persons	7,879	6,660	6,022
		Total	Consolidated	Persons	16,428	15,249	14,670
	Employee data*5	Number of male employees	In Japan	Persons	6,788	6,631	6,643
			Outside Japan	Persons	—	3,290	3,088
		Number of female employees	In Japan	Persons	1,973	1,958	2,005
			Outside Japan	Persons	—	3,370	2,934
		Average years of service	In Japan	Years	18.0	17.6	18.7
		Percentage of female employees	In Japan	%	22.1	22.8	23.2
	Global		%	—	34.9	33.7	
Percentage of women in managerial positions	In Japan	%	4.5	5.0	5.4		
	Global	%	—	20.5	22.6		
Challenged worker*5	Employment rate of people with physical or mental disabilities	In Japan	%	2.34	2.45	2.44	
Human resource development	Number of company-wide award winners*6	In Japan	Persons	46	49	47	
		Employee turnover rate*7	Global	%	—	—	5.3

*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 Good Vigilance Practice: Standard for post-marketing safety control of pharmaceuticals

*5 Figures as of the settlement date of each Group company; figures for the number of employees (in Japan) and average years of service for fiscal 2014 are as of April 1 of the following fiscal year;

figures for the employment rate of people with physical or mental disabilities for fiscal 2014 are as of June 1

*6 Total number of employees who received prize from the culture-building and achievement awards

*7 Rate of employees retiring for personal reasons

Enhancement of Communication with Stakeholders

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
Patients and medical professionals	Evaluation of corporate stance and MR activities	MRs rated (all responding physicians)*8	In Japan	Rank	First	First	First
		MRs rated (hospital doctors)*8	In Japan	Rank	First	First	First
		MRs rated (private-practice physicians)*8	In Japan	Rank	Second	First	First
Shareholders	Dividends per share	Number of inquiries received (pharmaceutical products)	In Japan	Cases	120,000	118,000	116,000
		Interim	Non-consolidated	Yes	30	40	35
		Year-end	Non-consolidated	Yes	30	30	35
Total	Non-consolidated	Yes	60	70	70		

Improving Access to Healthcare

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
Social	Number of mobile healthcare field clinics	Number of activities	In India	Times	499	503	496
			In Cameroon	Times	1,773	1,758	0
			In Tanzania	Times	306	408	93
	Number of development projects conducted through the GHIT Fund*9				3	3	3

Social Contribution Activities

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
Social	Amount of contributions		In Japan	¥ Million	2,549	2,176	2,003
	Number of visitors to our factories		In Japan	Persons	1,700	1,200	1,200
	Number of visitors to Kusuri Museum*10		Non-consolidated	Persons	14,695	13,674	14,793
Employees	Acquisition of volunteer leave		In Japan	Persons	20	15	9

■ Governance

Aspect	Classification	Item	Scope	Unit	FY2014	FY2015	FY2016
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	1	1	1
	Remuneration of Directors	Total	Non-consolidated	¥ Million	555	612	578
	Remuneration of Audit & Supervisory Board members	Total	Non-consolidated	¥ Million	105	105	105

*8 Conducted by ANTERIO Inc. (FY2014-FY2016)

*9 Global Health Innovative Technology Fund

*10 A venue which offers an entertaining, "experienced-based" learning opportunity to visitors, introducing medicine in an accessible, easy-to-understand way

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"