

ESG (Environmental, Social, and Governance) Data

Environmental

Promoting Environmental Management

Aspect	Classification	Item	Scope*1	Unit	FY2018	FY2019	FY2020	
CO ₂	CO ₂ emissions		In Japan	t-CO ₂	159,406	152,486	130,572	
			Global	t-CO ₂	214,643	207,035	182,865	
	CO ₂ emissions by Greenhouse Gas Protocol	Scope 1*2	In Japan	t-CO ₂	79,505	78,597	69,103	
			Global	t-CO ₂	100,503	100,411	86,785	
		Scope 2*3	In Japan	t-CO ₂	79,901	73,889	61,468	
			Global	t-CO ₂	114,140	106,624	96,080	
Water resources	Water used	Factories and research laboratories in Japan		1,000m ³	9,867	8,894	7,926	
			Global	1,000m ³	10,393	9,356	8,395	
	Wastewater	Factories and research laboratories in Japan		1,000m ³	9,476	8,797	7,789	
			Global	1,000m ³	9,809	9,111	8,113	
	Effective water usage volume*4		Global		1,000m ³	584	245	282
Waste	Total amount of waste generated (including valuables)		In Japan	t	14,684	17,371	17,362	
			Global	t	17,044	19,315	19,319	
	Final disposal rate		In Japan	%	0.51	0.29	0.65	
	Amount of office paper consumed		In Japan	Million sheets	51.09	43.20	27.50	

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Social

Promoting Compliance Management

Aspect	Classification	Item	Scope*1	Unit	FY2018	FY2019	FY2020
Compliance	Training on Daiichi Sankyo Group Individual Conduct Principles	Number of employees participating in e-learning and group training	In Japan	Persons	9,248	9,070	9,167
			Outside Japan	Persons	Approx. 6,100	Approx. 3,140	4,813
	GVP*5 compliance training	Ratio of GVP-related employees undergoing training	Non-consolidated	%	100	100	100
			Number of all employees (excluding GVP-related employees) undergoing training	Non-consolidated	Persons	5,682	5,822
	Development-related training (including GCP)	Aggregate number of e-learning programs and group training sessions	Non-consolidated	Times	86	92	141

Compliance Data for FY2020 (Global)

- Number of allegations received: 185
- Categories of allegations: Financial and competitive integrity, Workplace standards, Marketing and promotional activities, Conflicts of interest, Others
- Measures: Out of all allegations received, we appropriately investigated cases that we determined as requiring investigation. For cases that were recognized as compliance violations among them, we took necessary disciplinary action including dismissing the violators.

Note: The results included in this information for FY2020 were calculated by each DS affiliate based on the individual criteria, as impacted by regional differences in laws, employment practices, and local policies & procedures. Accordingly, this information has been aggregated and the discrepancies impact the overall meaning and categorization of the figures.

*1 In Japan: Daiichi Sankyo (non-consolidated) and consolidated subsidiaries in Japan. Outside Japan: consolidated overseas subsidiaries. Global: Daiichi Sankyo (non-consolidated) and all its consolidated subsidiaries.

*2 Scope 1: For sites in Japan, the emission factors stipulated by the Act on Promotion of Global Warming Countermeasures are used. The emissions from renewable energy and waste incineration are included. For overseas sites, the emission factors stipulated by each country's regulation are generally used. If the specific factors are not available, the emission factors stipulated by the Act on Promotion of Global Warming Countermeasures are used.

*3 Scope 2: Generally, the emission factors are determined by the power contract or each country's regulations. If the specific factors are not available, the latest factors (as of 2018) published by the International Energy Agency (IEA) are used instead. The emissions from renewable energy are included.

*4 Water intake-Wastewater

*5 Good Vigilance Practice: Standard for post-marketing safety control of pharmaceuticals, quasi-pharmaceutical products, cosmetics, and medical devices



The Company updates its corporate website with other ESG data.

<https://www.daiichisankyo.com/sustainability/performance-reports/esg/>

Mutual Growth of Employees and the Company

Aspect	Classification	Item	Scope*1	Unit	FY2018	FY2019	FY2020
Employees	Employee data*6	Number of employees by region*7	In Japan	Persons	8,865	8,754	8,979
			Outside Japan	Persons	6,022	6,594	7,054
			Global	Persons	14,887	15,348	16,033
		Number of male employees	In Japan	Persons	6,695	6,608	6,683
			Outside Japan	Persons	3,076	3,232	3,410
			Global	Persons	2,170	2,146	2,296
	Number of female employees	In Japan	Persons	2,170	2,146	2,296	
		Outside Japan	Persons	2,946	3,362	3,644	
		Average years of service	In Japan	Male	Years	20.1	20.4
	Female			Years	15.5	15.2	15.1
	All			Years	19.0	19.1	19.4
	Diversity*6	Percentage of female employees	In Japan	%	24.5	24.5	25.6
			Global	%	34.4	35.9	37.0
		Percentage of women in managerial positions	In Japan	%	6.5	7.3	7.9
Global			%	22.5	25.3	26.9	
Percentage of women in senior managerial positions*8		In Japan	%	2.1	1.7	3.7*9	
		Global	%	22.5	22.8	16.3*9	
Human resources development	Employment rate of people with physical or mental disabilities	In Japan	%	2.43	2.33	2.34	
		Global	%	2.43	2.33	2.34	
Employee turnover rate*11	Number of company-wide award winners*10	In Japan	Persons	44	60	62	
		Global	Persons	44	60	62	
		Employee turnover rate*11	Global	%	6.0	5.3	4.1

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Enhancement of Communication with Stakeholders

Aspect	Classification	Item	Scope*1	Unit	FY2018	FY2019	FY2020
Patients and medical professionals	Evaluation of corporate stance and MR activities	MRs rated (all responding physicians)*12	In Japan	Rank	First	First	First
		MRs rated (hospital doctors)*12	In Japan	Rank	First	First	First
		MRs rated (private-practice physicians)*12	In Japan	Rank	First	First	First
		Number of inquiries our Medical Information Center received from outside the Company (pharmaceutical products)	In Japan	1,000 cases	89	90	70

Improvement of Access to Healthcare

Aspect	Classification	Item	Scope	Unit	FY2018	FY2019	FY2020
Social	Number of mobile healthcare field clinics	Number of activities (January–December)	In Tanzania/Myanmar	Times	1,090	28	8
			In Japan	Cases	4	4	6

Social Contribution Activities

Aspect	Classification	Item	Scope*1	Unit	FY2018	FY2019	FY2020
Social	Amount of contributions	Number of visitors to our laboratories/factories	Non-consolidated	Millions of yen	1,532	1,396	1,464
			In Japan	Persons	849	667	4
			Non-consolidated	Persons	24,362	20,568	1,261
Employees	Acquisition of volunteer leave		In Japan	Persons	17	16	0

Governance

Aspect	Classification	Item	Scope	Unit	FY2018	FY2019	FY2020
Governance	Structure of Board of Directors	Number of directors	Non-consolidated	Persons	9	9	9
		Number of outside directors	Non-consolidated	Persons	4	4	4
		Number of female directors	Non-consolidated	Persons	1	1	1
	Structure of Audit & Supervisory Board	Number of Audit & Supervisory Board members	Non-consolidated	Persons	5	5	5
		Number of Outside Audit & Supervisory Board members	Non-consolidated	Persons	3	3	3
		Number of Outside Audit & Supervisory Board members (female)	Non-consolidated	Persons	2	2	2
	Remuneration of Directors	Total	Non-consolidated	Millions of yen	650	683	547
	Remuneration of Audit & Supervisory Board members	Total	Non-consolidated	Millions of yen	120	120	120

*6 The number of employees as of the settlement date of each Group company (as of March 31, 2021 for FY2020).

*7 The number of employees as of the settlement date of each Group company (as of March 31, 2021 for FY2020). Average years of service is as of April 1 of the next fiscal year.

*8 Percentage of women who are in positions equivalent to division heads or higher positions

*9 The definition of senior managerial positions in group companies has been changed since FY 2020

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

*11 Rate of employees retiring for personal reasons

*12 Conducted by ANTERIO Inc. (FY2018-FY2020)

*13 Global Health Innovative Technology Fund

*14 In FY2020, as a measure to prevent the spread of COVID-19, opened by reservation only, limited to 3 groups per day (maximum 10 people)