

ESG (Environmental, Social, and Governance) Data

Environmental

Promoting Environmental Management

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021	
CO ₂	CO ₂ emissions		In Japan	t-CO ₂	152,486	130,572	143,774	
			Global	t-CO ₂	207,035	182,865	191,399	
	CO ₂ emissions by Greenhouse Gas Protocol	Scope 1*2	In Japan	t-CO ₂	78,597	69,103	68,736	
			Global	t-CO ₂	100,411	86,785	88,249	
		Scope 2*2	In Japan	t-CO ₂	73,889	61,468	75,038	
			Global	t-CO ₂	106,624	96,080	103,150	
Energy*3*5	Total energy used*4		In Japan	1,000GJ	2,967	2,658	2,818	
			Global	1,000GJ	3,853	3,710	3,903	
	Electricity*5	Global	1,000GJ	2,040	1,976	2,034		
	Renewable electricity	Global	1,000GJ	—	161	210		
Water resources	Renewable electricity utilization rate*5		Global	%	—	7.5	9.4	
			Water consumed	Global (Factories and research laboratories)	1,000m ³	9,356	8,395	8,486
Waste	Water discharged		Global (Factories and research laboratories)	1,000m ³	9,111	8,113	8,464	
			Total amount of industrial waste, etc. discharged (outsourced waste treatment)	Global (Factories and research laboratories)	t	12,366	11,890	9,998
				Waste plastic recycling rate*6	Global (Factories and research laboratories)	%	—	—
	Disposal of hazardous waste*6	Global (Factories and research laboratories)	t	—	—	4,350		

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Social

Mutual Growth of Employees and the Company

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021	
Employees	Number of employees by region		In Japan	Persons	8,754	8,979	9,135	
			Outside Japan	Persons	6,594	7,054	7,323	
			Global	Persons	15,348	16,033	16,458	
	Number of male employees		In Japan	Persons	6,608	6,683	6,753	
			Outside Japan	Persons	3,232	3,410	3,504	
			Global	Persons	9,840	10,093	10,257	
	Number of female employees		In Japan	Persons	2,146	2,296	2,382	
			Outside Japan	Persons	3,362	3,644	3,819	
			Global	Persons	5,508	5,940	6,201	
	Average years of service		In Japan	Male	Years	20.4	20.9	21.1
				Female	Years	15.2	15.1	15.4
				All	Years	19.1	19.4	19.6
	New employees		In Japan	Male	Persons	218	187	166
				Female	Persons	154	140	136
				All	Persons	372	327	302
Percentage of female employees		In Japan	Male	Persons	(non-consolidated: 236)	(non-consolidated: 211)	(non-consolidated: 155)	
			Female	Persons	885	777	769	
			All	Persons	850	749	842	
Diversity*7	Female employees in managerial positions		In Japan	%	24.5	25.6	26.1	
			Outside Japan	%	51.0	51.7	52.2	
			Global	%	35.9	37.0	37.7	
Employees	Percentage of female in senior managerial employees*8		In Japan	Persons	213	235	248	
			Outside Japan	Persons	1,097	1,258	1,357	
			Global	Persons	1,310	1,493	1,605	
Human resource development	Employment rate of people with physical or mental disabilities		In Japan	%	25.3	26.9	28.1	
			Outside Japan	%	1.7	3.7	4.4	
			Global	%	22.8	16.3*9	17.9	
Human resource development	Positive response rate (%) on corporate culture & work environment through engagement survey		In Japan	%	2.33	2.34	2.35	
			Outside Japan	%	—	—	75	
			Global	%	—	—	75	
Human resource development	Amount of training/development investments per employee		In Japan	Yen	—	96,186	121,065	
			Outside Japan	Yen	—	96,186	121,065	
			Global	Yen	—	96,186	121,065	
Human resource development	Turnover rate (due to personal reasons)		In Japan	%	5.3	4.1	5.2	
			Outside Japan	%	—	—	68	
			Global	%	—	—	68	

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Mutual Growth of Employees and the Company

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021
Employees	Occupational health and safety	Lost time injuries frequency rate*10	In Japan	—	0.41	0.12	0.17
			Outside Japan*11	—	2.56	2.09	2.31
			Global*11	—	1.34	1.01	1.11
	Labor union	Coverage of collective bargaining	Global	Persons	—	0	0
Global			%	100	100	100	

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Enhancement of Communication with Stakeholders

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021
Patients and medical professionals	Evaluation of corporate stance and MR activities	Overall assessment of MRs (all responding physicians)*12	In Japan	Rank	1 st	1 st	1 st
		Overall assessment of MRs (hospital doctors)*12	In Japan	Rank	1 st	1 st	1 st
		Overall assessment of MRs (private-practice physicians)*12	In Japan	Rank	1 st	1 st	1 st
	Number of inquiries received by the product information center from outside the Company (prescription pharmaceutical)	In Japan	Cases	90,000	70,000	70,000	

Improving Access to Healthcare

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021
Social	Number of people who received breast cancer/cervical cancer screening	Aggregate (January to March)	In Nepal	Persons	—	186	1,091
		Aggregate (January to December)	—	Cases	4	6	4

Social Contribution Activities

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021
Social	Amount of contributions		In Japan	Millions of yen	1,396	1,464	1,356
Employees	Number of employees taking short-term volunteer leave		In Japan	Persons	16	0	11

Governance

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021
Governance	Structure of Board of Directors	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
Governance	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
Governance	Remuneration of Directors	Total	Non-consolidated	Millions of yen	683	547	959
		Remuneration of Audit & Supervisory Board Members	Total	Non-consolidated	Millions of yen	120	120

Promoting Compliance Management

Aspect	Classification	Item	Scope*1	Unit	FY2019	FY2020	FY2021
Compliance	Compliance training	Total	In Japan	Persons	593	615	549
		Training on Daiichi Sankyo Group Individual Conduct Principles	In Japan	Persons	9,070	9,167	9,412
	Corporate culture through an employee survey*6	Positive response rate	Outside Japan	Persons	Approx. 3,140	4,813	Approx. 4,270
			Global	%	—	—	84
	Compliance Data	Number of allegations received	Global	Reports	248	185	157
			Ratio of GVP-related employees undergoing training	Non-consolidated	%	100	100
Compliance	GVP*14 compliance training	Number of employees undergoing training for all employees	Non-consolidated	Persons	5,822	5,849	5,873
			Development-related training (including GCP)	Aggregate number of e-learning programs and group training sessions	Non-consolidated	Times	92
Compliance	Number of recalls (class I*15)		Global	Reports	0	0	0

*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.

*3 For overseas sites, the emission factors stipulated by each country's regulations 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. 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 2019) published by the International Energy Agency (IEA) are used instead. The emissions from renewable energy are included.

*4 The unit calorific values defined by the Act on the Rational Use of Energy are used to calculate the energy consumption of electricity and fuel.

*5 Including renewable energy purchased externally and renewable energy used for on site power generation.

*6 Starting in FY2020, the indicated values are divided between renewable energy derivatives and non-renewable energy derivatives.

*7 Indicated starting in FY2021

*8 The number of employees as of the settlement date of each Group company (as of March 31, 2022, for FY2021)

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

*10 The definition of senior managerial employees in Group companies has been changed since FY2020.

*11 Number of work-related deaths and injuries = total number of hours actually worked × 1,000,000

*12 The number of work-related deaths and injuries is calculated by counting the number of cases that involved at least a day of leave.

*13 The overseas and global frequency rates for FY2019 to FY2020 were revised based on the revised total number of hours worked overseas.

*14 Conducted by ANTERIO Inc. (FY2019–FY2021)

*15 Global Health Innovative Technology Fund

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

*17 A situation where there is a reasonable probability that the use of or exposure to the product will severely affect the health or cause death



The Company updates its corporate website with other ESG data.
<https://www.daiichisankyo.com/sustainability/performance-reports/esg/>