

ESG (Environmental, Social, and Governance) Data

Environmental

Promoting Environmental Management

Aspect	Classification	Item	Scope*1	Unit	FY2016	FY2017	FY2018	
CO ₂	CO ₂ emissions		In Japan	t-CO ₂	176,732	165,933	156,323	
			Global	t-CO ₂	236,162	224,826	211,560	
	CO ₂ emissions by Greenhouse Gas Protocol		Scope 1	In Japan	t-CO ₂	91,662	84,283	79,505
				Global	t-CO ₂	115,474	108,106	100,503
			Scope 2	In Japan	t-CO ₂	90,182	85,382	79,901
				Global	t-CO ₂	125,799	120,451	114,140
Water resources	Water used		In Japan	1,000m ³	10,986	10,311	9,867	
			Global	1,000m ³	11,534	10,828	10,393	
	Wastewater		In Japan	1,000m ³	9,934	9,856	9,476	
				Global	1,000m ³	10,370	10,283	9,809
			Effective water usage volume*2	Global	1,000m ³	1,163	545	583
Waste	Waste generated		In Japan	t	20,588	14,682	14,684	
			Global	t	22,788	18,514	17,044	
	Final disposal rate		In Japan	%	0.69	0.43	0.51	
Amount of office paper consumed	In Japan	Million sheets	5,355	5,360	5,109			

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Social

Promoting Compliance Management

Aspect	Classification	Item	Scope*1	Unit	FY2016	FY2017	FY2018	
Compliance	Training on Daiichi Sankyo Group Individual Conduct Principles	Number of employees participating in e-learning and group training	In Japan	Persons	—	—	9,248	
			Outside Japan	Persons	—	—	Approx. 6,100	
	Compliance training based on Corporate Integrity Agreement*3 in the United States		In Japan	Persons	125	147	170	
				Outside Japan	Persons	2,001	2,074	1,837
			GVP*4 compliance training	Non-consolidated	%	100	100	100
					%	99.8	99.9	99.9
Development-related training (including GCP)	Non-consolidated	Times	93	93	86			

Compliance Data for FY2018 (Global)

- Number of allegations received (excluding through monitoring): 248
- Categories of allegations: Financial and competitive integrity, Workplace standards, Marketing and promotional activities, Conflicts of interest, Other
- 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 FY2018 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.



The Company updates its corporate website with other ESG data.

https://www.daiichisankyo.com/about_us/responsibility/csr/esg/index.html

Mutual Growth of Employees and the Company

Aspect	Classification	Item	Scope*1	Unit	FY2016	FY2017	FY2018	
Employees	Number of employees by region*5		In Japan	Persons	8,648	8,765	8,865	
			Outside Japan	Persons	6,022	5,681	6,022	
			Global	Persons	14,670	14,446	14,887	
	Employee data*5	Number of male employees		In Japan	Persons	6,643	6,663	6,695
				Outside Japan	Persons	3,088	2,888	3,076
		Number of female employees		In Japan	Persons	2,005	2,102	2,170
				Outside Japan	Persons	2,934	2,793	2,946
		Average years of service	In Japan	Male	Persons	19.5	19.9	20.1
				Female	Persons	15.8	15.8	15.5
	Diversity*5	Percentage of female employees		In Japan	%	23.2	24.0	24.5
Global				%	33.7	33.9	34.4	
Percentage of women in managerial positions			In Japan	%	5.4	6.0	6.5	
			Global	%	22.6	21.3	22.5	
Percentage of women in senior managerial positions*6			In Japan	%	—	—	2.1	
			Global	%	—	—	22.5	
Employment rate of people with physical or mental disabilities		In Japan	%	2.44	2.45	2.43		
Human resources development		Number of company-wide award winners*7	In Japan	Persons	47	41	44	
		Employee turnover rate*8	Global	%	5.3	6.0	6.0	

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Enhancement of Communication with Stakeholders

Aspect	Classification	Item	Scope*1	Unit	FY2016	FY2017	FY2018
Patients and medical professionals	Evaluation of corporate stance and MR activities	MRs rated (all responding physicians)*9	In Japan	Rank	First	First	First
		MRs rated (hospital doctors)*9	In Japan	Rank	First	First	First
		MRs rated (private-practice physicians)*9	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	99	101	89	
Shareholders	Dividends per share	Interim	Non-consolidated	Yen	35	35	35
		Year-end	Non-consolidated	Yen	35	35	35
		Total	Non-consolidated	Yen	70	70	70

Improvement of Access to Healthcare

Aspect	Classification	Item	Scope	Unit	FY2016	FY2017	FY2018
Social	Number of mobile healthcare field clinics	Number of activities (January-December)	In Tanzania	Times	102	521	1,090
			In Japan		5	5	4

Social Contribution Activities

Aspect	Classification	Item	Scope*1	Unit	FY2016	FY2017	FY2018
Social	Amount of contributions		Non-consolidated	Millions of yen	2,003	1,671	1,532
			In Japan	Persons	1,200	1,100	849
			Non-consolidated	Persons	14,793	22,137	24,362
Employees	Acquisition of volunteer leave		In Japan	Persons	9	18	17

Governance

Aspect	Classification	Item	Scope	Unit	FY2016	FY2017	FY2018
Governance	Structure of Board of Directors	Number of directors	Non-consolidated	Persons	10	9	9
		Number of outside directors	Non-consolidated	Persons	4	4	4
		Number of female directors	Non-consolidated	Persons	0	0	1
	Structure of Audit & Supervisory Board	Number of Audit & Supervisory Board members	Non-consolidated	Persons	4	5	5
		Number of Outside Audit & Supervisory Board members	Non-consolidated	Persons	2	3	3
		Number of Outside Audit & Supervisory Board members (female)	Non-consolidated	Persons	1	2	2
	Remuneration of Directors	Total	Non-consolidated	Millions of yen	578	609	650
	Remuneration of Audit & Supervisory Board members	Total	Non-consolidated	Millions of yen	105	117	120

*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 Water intake-Water waste

*3 Corporate Integrity Agreement: An agreement regarding legal compliance

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

*5 Number of employees as of the settlement date of each Group company (as of March 31, 2019 for FY2018). However, employees accepted from outside the Group to the Group are excluded. Figures for the average years of service are current as of April 1 of the following fiscal year.

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

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

*8 Rate of employees retiring for personal reasons

*9 Conducted by ANTERIO Inc. (FY2016-FY2018)

*10 Global Health Innovative Technology Fund