

# ESG (Environmental, Social, and Governance) Data

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## Environmental

### Promoting Environmental Management

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022
CO <sub>2</sub>	CO <sub>2</sub> emissions		In Japan	t-CO <sub>2</sub>	130,572	143,774	66,798
			Global	t-CO <sub>2</sub>	182,865	191,399	109,735
	CO <sub>2</sub> emissions by Greenhouse Gas Protocol classification	Scope 1 <sup>2</sup>	In Japan	t-CO <sub>2</sub>	69,103	68,736	64,388
			Global	t-CO <sub>2</sub>	86,785	88,249	86,006
		Scope 2 <sup>2</sup>	In Japan	t-CO <sub>2</sub>	61,468	75,038	2,409
			Global	t-CO <sub>2</sub>	96,080	103,150	23,729
Energy <sup>3</sup>	Total energy used <sup>4</sup>		In Japan	MWh	477,955	503,727	500,873
			Global	MWh	641,975	678,890	680,723
	Electricity	Global	MWh	201,611	208,383	50,609	
	Renewable electricity	Global	MWh	16,505	21,596	179,962	
	Renewable electricity utilization rate		Global	%	7.5	9.4	78.1
Water resources	Water used	Plants and research facilities (global)		1,000m <sup>3</sup>	8,395	8,486	8,261
	Wastewater	Plants and research facilities (global)		1,000m <sup>3</sup>	8,113	8,464	8,090
Waste	Total amount of waste discharged(outsourced waste treatment) <sup>14</sup>	Plants and research facilities (global)		t	11,936	9,998	12,189
	Waste plastic recycling rate <sup>15</sup>	Plants and research facilities (global)		%	76.1	59.3	69.3
	Disposal of hazardous waste <sup>14</sup>	Plants and research facilities (global)		t	5,607	4,350	7,194

## Social

### Mutual Growth of Employees and the Company

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022	
Employees	Number of employees by region		In Japan	Persons	8,979	9,135	9,263	
			Outside Japan	Persons	7,054	7,323	8,172	
			Global	Persons	16,033	16,458	17,435	
	Number of male employees		In Japan	Persons	6,683	6,753	6,792	
			Outside Japan	Persons	3,410	3,504	3,701	
			Global	Persons	10,093	10,257	10,493	
	Number of female employees		In Japan	Persons	2,296	2,382	2,471	
			Outside Japan	Persons	3,644	3,819	4,469	
			Global	Persons	5,940	6,201	6,940	
	Average years of service	In Japan	Male	Years	20.9	21.1	21.4	
			Female	Years	15.1	15.4	15.2	
			All	Years	19.4	19.6	19.7	
			Male	Persons	187	166	198	
			Female	Persons	140	136	135	
			All	Persons	327(non-consolidated 211)	302(non-consolidated 155)	333	
New employees	Global	Male	Persons	777	769	983		
		Female	Persons	749	842	1,180		
		All	Persons	1,526	1,611	2,164		
Percentage of female employees	In Japan	%		26.1	26.7	26.7		
		Outside Japan	%		51.7	52.2	54.7	
		Global	%		37.0	37.7	39.8	
	Managerial employees (female)	In Japan	Persons		235	248	267	
			%		7.9	8.4	9.1	
			Persons		1,258	1,357	1,755	
Diversity <sup>16</sup>	Outside Japan	%		49	49	53		
		Persons		1,493	1,605	2,022		
		%		26.9	28.1	32.4		
Employees	Female senior managerial employees <sup>17</sup>	In Japan	%		3.7	4.4	5.6	
			Global	%		16.3	17.9	19.2
	Human resource development	In Japan	Employment rate of people with physical or mental disabilities	%		2.34	2.35	2.44
			Positive response rate (%) on corporate culture & work environment through engagement survey	%		—	75	77
			Aggregate amount of training time by level of seniority	Hours		20,868	30,456	28,418
			Amount of training/development investments per employee	Yen		96,186	121,065	145,734
			Turnover rate (due to personal reasons)	%		4.1	5.2	3.9
Positive response rate (%) on development & growth opportunities through engagement survey	%		—	68	75			

### Mutual Growth of Employees and the Company

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022
Employees	Occupational health and safety	Lost time injuries frequency rate <sup>9</sup>	In Japan	—	0.12	0.17	0.17
			Outside Japan <sup>16</sup>	—	2.09	2.31	2.03
			Global <sup>16</sup>	—	1.01	1.11	1.05
	Labor union	Occupational accident fatalities	Global	Persons	0	0	0
Coverage of collective bargaining			In Japan	%	100	100	100
	Global	%	82	88	89		

### Enhancement of Communication with Stakeholders

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022
Patients and medical professionals	Evaluation of corporate stance and MR activities	Overall assessment of MRs (all responding physicians)	In Japan	Rank	1st	1st	1st <sup>10</sup>
		Overall assessment of MRs (hospital doctors)	In Japan	Rank	1st	1st	1st <sup>10</sup>
		Overall assessment of MRs (private-practice physicians)	In Japan	Rank	1st	1st	1st <sup>10</sup>
	Number of inquiries received by the product information center from outside the company (prescription pharmaceuticals)	In Japan	Cases	70,000	70,000	60,000	

### Improving Access to Healthcare

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022	
Social		Number of people received breast cancer/cervical cancer screening	Aggregate (January to March)	In Nepal	Persons	186	1,091	1,006
		Number of participants in breast cancer/cervical cancer awareness events	Aggregate (April to March)	In Zimbabwe	Persons	—	3,651	13,384
		Number of development projects conducted through the GHIT Fund <sup>10</sup>	Aggregate (January to December)		Cases	6	4	4

### Social Contribution Activities

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022
Social	Amount of contributions		In Japan	¥ Million	1,464	1,356	1,423
Employees	Number of employees taking short-term volunteer leave		In Japan	Persons	0	7	0

## Governance

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022
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 and 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 to Members of the Board	Total	Non-consolidated	¥ Million	547	959	1,092
		Remuneration to Members of the Audit and Supervisory Board	Total	Non-consolidated	¥ Million	120	154

### Promoting Compliance Management

Aspect	Classification	Items	Scope <sup>1</sup>	Unit	FY2020	FY2021	FY2022
Compliance	Compliance training	Total	In Japan	Persons	615	549	599
		Training on Daiichi Sankyo Group Employee Code of Conduct	In Japan	Persons	9,167	9,412	9,454
		Periodic employee survey on ethical culture <sup>11</sup>	Outside Japan	Persons	4,813	Approx. 4,270	2,370
	Compliance data	Positive response rate	Global	%	—	84	—
		Number of allegations received	Global	Cases	185	157	207
	GVP <sup>11</sup> training	Ratio of GVP-related employees undergoing training	Non-consolidated	%	100	100	100
		Number of employees (excluding GVP-related employees) undergoing training	Non-consolidated	Persons	5,849	5,873	5,909
	Development-related training (including GCP)	Aggregate number of e-learning programs and group training sessions	Non-consolidated	Times	141	127	79
		Number of recalls (Class <sup>12</sup> )	Number of recalls	Global	Cases	0	0

<sup>1</sup> 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.  
<sup>2</sup> 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. 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.  
<sup>3</sup> The heat values per unit described in the Act on Promotion of Global Warming Countermeasures are used for fuel and electricity.  
<sup>4</sup> Includes renewable energy purchased from external sources and renewable energy used for in-house power generation.  
<sup>5</sup> In Japan only in FY2020.  
<sup>6</sup> The numbers of employees as of the settlement date of each Group company (as of March 31, 2023 for FY2022). Average years of service is as of April 1 of the next fiscal year.  
<sup>7</sup> Female employees in a division head or higher position.

<sup>8</sup> Number of work-related deaths and injuries=Total hours worked×1,000,000. The number of work-related deaths and injuries counts cases that involved at least a day of leave. For consolidated subsidiaries in Japan, temporary workers, contractors, and others are not included. Overseas consolidated subsidiaries include contractors and other workers (shred by other company and working for a specific service or temporary project) in the scope of data. (FY2020 - FY2022)  
<sup>9</sup> INTAGE Healthcare(Rep-), February 2023  
<sup>10</sup> Global Health Innovative Technology Fund  
<sup>11</sup> Good Vigilance Practice. Standards for safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices after manufacturing and selling.  
<sup>12</sup> 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.  
<sup>13</sup> Figures for FY2020 and FY2021 are for Daiichi Sankyo Company, Limited and Daiichi Sankyo Healthcare Co., Ltd.  
<sup>14</sup> Figures for FY2022 include waste temporarily generated from soil remediation at the Odawara site of Daiichi Sankyo Chemical Pharma Co., Ltd.  
<sup>15</sup> Including non-binary category based on the requests.  
<sup>16</sup> Revised overseas and global frequency rates for FY 2018-2020 due to revision of total overseas working hours.

The Company updates its corporate website with other ESG data.

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