

ESG Data

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Environment

Promoting Environmental Management

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
CO ₂	CO ₂ emissions	Total	In Japan	t-CO ₂	143,774	66,798	66,020
			Global	t-CO ₂	191,399	109,735	109,239
	CO ₂ emissions by Greenhouse Gas Protocol classification	Scope 1*2	In Japan	t-CO ₂	68,736	64,388	63,848
			Global	t-CO ₂	88,249	86,006	85,245
		Scope 2*2	In Japan	t-CO ₂	75,038	2,409	2,173
			Global	t-CO ₂	103,150	23,729	23,994
Scope 3 (Cat.1*3)	Global	t-CO ₂	513,874	1,809,230	3,887,790		
Energy*4	Energy use	Total	In Japan	MWh	503,727	500,873	546,663
		Non-renewable electricity	Global	MWh	208,383	50,609	51,260
		Renewable electricity	Global	MWh	21,596	179,962	204,554
		Total	Global	MWh	678,890	680,723	736,789
	Renewable electricity utilization rate	Global	%	9.4	78.1	80.0	
Water resources	Water used (municipal water, industrial water, fresh ground water)	Global(Plants and research facilities)	kilo m ³	8,486	8,261	8,191	
	Wastewater	Global(Plants and research facilities)	kilo m ³	8,464	8,090	8,232	
Waste	Total amount of waste discharged (outsourced waste treatment)	Global(Plants and research facilities)	t	9,998	12,189	10,909	
	Total amount of waste discharged (excluding hazardous waste)	Global(Plants and research facilities)	t	5,648	4,995	5,435	
	Waste plastic recycling rate	Global(Plants and research facilities)	%	59.3	69.3	72.4	
	Disposal of hazardous waste	Global(Plants and research facilities)	t	4,350	7,194	5,474	

Social

Mutual Growth of Employees and the Company

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023	
Employees	Number of employees by region*5	Japan	In Japan	Persons	9,135	9,263	9,468	
		Outside Japan Total	Outside Japan	Persons	7,323	8,172	9,258	
		Total	Global	Persons	16,458	17,435*6	18,726*6	
	Number of female employees	In Japan	Persons		2,382	2,471	2,615	
			%		26.1	26.7	27.6	
		Outside Japan	Persons		3,819	4,469	5,068	
			%		52.2	54.7	54.7	
		Global	Persons		6,201	6,940	7,683	
			%		37.7	39.8	41.0	
	Number of male employees	In Japan	Persons		6,753	6,792	6,853	
		Outside Japan	Persons		3,504	3,701	4,184	
		Global	Persons		10,257	10,493	11,037	
	Average years of service	In Japan	Years		19.6	19.7	19.4	
		In Japan (male)	Years		21.1	21.4	21.1	
		In Japan (female)	Years		15.4	15.2	15.1	
	Employee data*5	Managerial employees (female)	In Japan	Persons		248	267	288
			%		8.4	9.1	10.0	
			Outside Japan	Persons		1,357	1,755	2,073
		%		49	53	53.3		
		Global	Persons		1,605	2,022	2,361	
%				28.1	32.4	34.8		
Female senior managerial employees*7		In Japan	%		4.4	5.6	8.2	
		Global	%		17.9	19.2	18.7	
Total new employees		In Japan (male)	Persons		166	198	255	
		In Japan (female)	Persons		136	135	169	
	In Japan (total)	Persons		302	333	424		
	Global (male)	Persons		769	983	1,280		
	Global (female)	Persons		842	1,180	1,560		
	Global (total)	Persons		1,611	2,164*8	2,840		
Employment rate of people with physical or mental disabilities	In Japan	%		2.35	2.44	2.57		
Amount of training/development investments per employee	Global	JPY		121,065	145,734	166,906		
Positive response rate (%) on corporate culture & work environment through engagement survey	Global	%		75	77	79		
Positive response rate (%) on development & growth opportunities through engagement survey	Global	%		68	75	76		

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
Employees	Occupational health and safety	Lost time injuries frequency rate*8 (Full-time employees, contract employees, temporary employees, etc.)*9	In Japan	-	0.17	0.17	-
			Outside Japan	-	2.31	2.03	-
			Global	-	1.11	1.05	-
		Lost time injuries frequency rate*8 (Full-time employees, contract employees)*10	In Japan	-	-	-	0.23
			Outside Japan	-	-	-	2.69
			Global	-	-	-	1.42
	Labor Union	Coverage of collective bargaining	Global	Persons	0	0	0
			In Japan	%	100	100	100
		Global	%	88	89	89	

Enhancement of Communication with Stakeholders

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
Patients and medical professionals	Evaluation of corporate stance and MR activities	Overall assessment of MRs (all responding physicians)*12	In Japan	Rank	1st	1st	1st
		Overall assessment of MRs (hospital doctors)*12	In Japan	Rank	1st	1st	1st
		Overall assessment of MRs (private-practice physicians)*12	In Japan	Rank	1st	1st	1st
	Number of inquiries received by the product information center from outside the company (prescription pharmaceuticals) in Japan	In Japan	Cases		70,000	60,000	60,000

Improving Access to Healthcare

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
Social	Number of people received breast cancer/cervical cancer screening	Aggregate (January to March)	In Nepal	Persons	1,091	1,006	2,556
		Aggregate (April to March)	In Zimbabwe	Persons	3,651	13,384	11,466
		Aggregate (January to December)	-	Cases	4	4	4

Social Contribution Activities

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
Employees		Number of employees taking short-term volunteer leave	In Japan	Persons	7	0	9

Governance

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
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	JPY Million	959	1,092	1,200
	Remuneration to Members of the Audit and Supervisory Board	Total	Non-consolidated	JPY Million	154	154	154

Promoting Compliance Management

Aspect	Classification	Items	Boundary*1	Unit	FY2021	FY2022	FY2023
Compliance	Compliance training	Total	In Japan	Persons	549	599	450
		Training on Daiichi Sankyo Group Employee Code of Conduct	In Japan	Persons	9,412	9,454	9,637
	Periodic employee survey on ethical culture	Number of employees participating in e-learning and group training	Outside Japan	Persons	Approx. 4,270	2,370	5,880
		Positive response rate	Global	%	84	-	86
	Compliance data	Number of allegations received	Global	Cases	157	207	315
		GVP*14 training	Ratio of GVP-related employees undergoing training	Non-consolidated	%	100	100
	GVP*25 training	Number of employees (excluding GVP-related employees) undergoing training	Non-consolidated	Persons	5,873	5,909	5,980
		Development-related training (including GCP)	Aggregate number of e-learning programs and group training sessions	Non-consolidated	Times	127	79
	Number of recalls (Class I*15)	Number of recalls	Global	Cases	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. 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 published by country "Emissions Factors 2023" of the International Energy Agency (IEA) are used instead. The emissions from renewable energy are included. *3 In FY2023, CO₂ emissions increased due to changes in calculation methods, such as revision of emissions intensity allocation, and an increase in the activities. Figure for FY2021 is for Daiichi Sankyo Company, Limited and Daiichi Sankyo Healthcare Co., Ltd. *4 The heat values per unit described in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy are used for fuel and electricity. *5 The numbers of employees as of the settlement date of each Group company (as of March 31, 2024 for fiscal 2023). Average years of service is as of April 1 of the next fiscal year *6 Including non-binary category based on the requests *7 Female employees in a division head or higher position *8 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 *9 Temporary employees, contractors, and outsourced contractors are not included in the figures for domestic consolidated subsidiaries. Temporary employees, contractors, and outsourced service providers are included in the data for overseas consolidated subsidiaries *10 Outside Japan and Global in FY2023 do not include Daiichi Sankyo Australia, Daiichi Sankyo Singapore, and Daiichi Sankyo Canada *11 Global in FY2023 do not include Daiichi Sankyo Inc, Daiichi Sankyo Australia, Daiichi Sankyo Singapore, and Daiichi Sankyo Canada *12 Survey by Antelrio Co., Ltd. in fiscal 2021, INTAGAE Healthcare Inc (Rep-)) between fiscal 2022 and 2023 *13 Global Health Innovative Technology Fund *14 Good Vigilance Practice. Standards for safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices after manufacturing and selling *15 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