

ESG Data

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Environment

Promoting Environmental Management

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
CO ₂	CO ₂ emissions	Global	Total	t-CO ₂	109,735	109,239	116,312
		Global	Scope 1 ^{*2}	t-CO ₂	86,006	85,245	91,836
	CO ₂ emissions by Greenhouse Gas Protocol classification	Global	Scope 2 (market-based) ^{*2}	t-CO ₂	23,729	23,994	24,477
		Global	Scope 3 Category 1 ^{*3}	t-CO ₂	1,809,230	3,887,790	3,549,346
Energy ^{*4}	Breakdown of energy use	Global	Renewable electricity utilization rate	%	78.1	80.0	79.9
		Global	Total	MWh	680,723	736,789	719,671
Water resources	Water used (municipal water, industrial water, fresh ground water)	Global (Plants and research facilities)		1,000m ³	8,261	8,191	8,060
	Wastewater	Global (Plants and research facilities)		1,000m ³	8,090	8,232	8,078
	COD ^{*5}	Global (Plants and research facilities that discharge wastewater into public waters)		t	14	15	15
Waste	Total amount of waste discharged (outsourced waste treatment)	Global (Plants and research facilities)		t	12,189	10,909	13,371
	Total amount of waste discharged (excluding hazardous waste) ^{*6}	Global (Plants and research facilities)		t	4,995	5,435	10,223
	Waste plastic recycling rate	Global (Plants and research facilities)		%	69.3	72.4	77.8
	Disposal of hazardous waste ^{*7}	Global (Plants and research facilities)		t	7,194	5,474	3,148

GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials.

Social

Employees

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Employees	Number of employees ^{*8}	Global	Total	Persons	17,435 ^{*9}	18,726 ^{*9}	19,765 ^{*9}
			Female	Persons	6,940	7,683	8,459
				%	39.8	41.0	42.8
			Male	Persons	10,493	11,037	11,297
				%	60.2	58.9	57.2
		Japan	Total	Persons	9,263	9,468	9,362
			Female	Persons	2,471	2,615	2,711
				%	26.7	27.6	29.0
			Male	Persons	6,792	6,853	6,651
				%	73.3	72.4	71.0
		Outside Japan	Total	Persons	8,172 ^{*9}	9,258 ^{*9}	10,403 ^{*9}
			Female	Persons	4,469	5,068	5,748
				%	54.7	54.7	55.3
			Male	Persons	3,701	4,184	4,646
				%	45.3	45.2	44.7
	Number of new employees	Global	Total	Persons	2,164 ^{*9}	2,840	2,513 ^{*9}
			Female	Persons	1,180	1,560	1,318
			Male	Persons	983	1,280	1,161
	Average years of service	Global	Total	Years	13.1	12.7	12.4
			Female	Years	8.7	8.7	8.8
			Male	Years	16	15.5	15.1
	Proportion of senior managerial employees ^{*10}	Global		%	19.2	18.7	24.2
			Female	%	5.6	8.2	11.4
			Male	%	13.6	10.5	12.8
	Number of managerial employees	Global	Total	Persons	6,238	6,781 ^{*9}	7,254 ^{*9}
			Female	Persons	2,022	2,361	2,757
				%	32.4	34.8	38.0
			Male	Persons	4,216	4,418	4,494
				%	67.6	65.2	62.0
		Japan	Total	Persons	2,923	2,889	2,723
			Female	Persons	267	288	303
				%	9.1	10.0	11.1
			Male	Persons	2,656	2,601	2,420
				%	90.9	90.0	88.9
		Outside Japan	Total	Persons	3,315	3,892 ^{*9}	4,531 ^{*9}
			Female	Persons	1,755	2,073	2,454
				%	53	53.3	54.2
			Male	Persons	1,560	1,817	2,074
				%	47.1	46.7	45.8
	Employment rate of people with physical or mental disabilities	Japan	Total	%	2.44	2.57	2.59

Employees							
Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Human resource development	Amount of training/development investments per employee		Total	Yen	145,734	166,906	207,430
	Positive response rate (%) on corporate culture & work environment through engagement survey	Global		%	77	79	76
	Positive response rate (%) on development & growth opportunities through engagement survey			%	75	76	77
Occupational health and safety	Lost time injuries frequency rate ^{*11} (Full-time employees, contract employees, temporary employees, etc.) ^{*12}	Global		—	1.05	—	—
		Japan		—	0.17	—	—
		Outside Japan		—	2.03	—	—
	Lost time injuries frequency rate ^{*11} (Full-time employees, contract employees) ^{*13}	Global		—	—	1.42	1.62
		Japan		—	—	0.23	0.58
		Outside Japan		—	—	2.69	2.60
	Lost time injuries frequency rate ^{*11} (Temporary employees) ^{*14}	Global		—	—	1.59	1.90
Labor union	Occupational accident fatalities	Global		Persons	0	0	0
		Japan	Total	%	89	89	89
	Coverage of collective bargaining			%	100	100	100

Enhancement of Communication

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Overall assessment of MRs ^{*15}	All responding physicians				1st	1st	1st
	Hospital doctors	Japan		Rank	1st	1st	1st
	Private practitioner				1st	1st	1st
Number of inquiries received by the product information center from outside the company (prescription pharmaceuticals)		Japan		Cases	60,000	60,000	60,000

Improving Access to Healthcare

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Number of development projects conducted through the GHIT ^{*16}			Aggregate (January to December)	Cases	4	4	3

Social Contribution Activities

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Social Contribution Activities	Number of employees taking short-term volunteer leave	Japan		Persons	0	9	5

Governance

Corporate Governance

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Structure of Board of Directors	Number of directors		Total	Persons	9	9	10
			Female	Persons	1	1	1
	Number of outside directors		Total	Persons	4	4	5
Structure of Audit & Supervisory Board	Number of Audit & Supervisory Board members	Non-consolidated	Total	Persons	5	5	5
			Female	Persons	2	2	3
	Number of Outside Audit & Supervisory Board members		Total	Persons	3	3	3
Remuneration to Members of the Board	Total		Total	JPY Million	1,092	1,200	1,120
Remuneration to Members of the Audit and Supervisory Board	Total		Total	JPY Million	154	154	154

Ethics & Compliance

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Training	Compliance training	Japan		Persons	599	691	628
	Training on Daiichi Sankyo Group Employee Code of Conduct (e-learning and group training)	Japan		Persons	9,454	9,637	10,103
		Outside Japan		Persons	2,370	5,880	3,954
	GVP ^{*17} training	Non-consolidated	Total	%	100	100	100
				Persons	5,909	5,980	6,436
	GQP ^{*18} training	Non-consolidated		%	100	100	100
Survey	Periodic employee survey on ethical culture	Global		%	-	86	93
Allegations	Number of allegations received Reports Received	Global		Cases	207	315	363

Quality Management

Aspect	Classification	Boundary ^{*1}	Items	Unit	FY2022	FY2023	FY2024
Number of recalls	(Class I) ^{*19}	Global	Cases		0	0	0
	(Class II) ^{*20}				5	2	3

^{*1} Japan: Daiichi Sankyo (non-consolidated) and consolidated subsidiaries in Japan. Outside Japan: overseas consolidated subsidiaries. Global: Daiichi Sankyo (non-consolidated) and all its consolidated subsidiaries. ^{*2} Scope 1: For domestic sites, the emission factors stipulated by the Act on Promotion of Global Warming Countermeasures are used. The emissions include those from renewable energy and waste incineration. For overseas sites, the emission factors stipulated by each country's laws and regulations are generally applied. Where specific factors are unavailable, emission factors stipulated by the Act on Promotion of Global Warming Countermeasures are used. Scope 2: The emission factors are basically determined by the power contract or each country's laws and regulations. Where specific factors are not available, the latest factors for the countries published by "Emissions Factors 2023" of the International Energy Agency (IEA) are used instead. When renewable energy or renewable energy certificates are used, an emission factor of zero is applied. ^{*3} Emission Intensity Database for Calculating Greenhouse Gas Emissions of Organizations through Supply Chains" provided by Ministry of the Environment is used. In FY2023, CO₂ emissions increased due to changes in calculation methods, such as revision of emission intensity allocation, and the growth in business operations. ^{*4} Fuel consumption is calculated mainly using the heat values per unit defined by the U.S. Environmental Protection Agency (EPA). ^{*5} COD pollution in Japan is the sum of measurements at four sites in Japan (Tatebayashi site, Onahama site, Odawara site and Kitamoto site) with potassium permanganate as an oxidant. The global COD pollution load represents the total of Japan and overseas, with the overseas figures measured by the colorimetric determination method. ^{*6} The figure in FY2024 includes the waste temporarily generated by the soil remediation at Odawara Plant. ^{*7} The figure in FY2024 decreased due to changes in production volumes for certain items. ^{*8} The numbers of employees means the total count of employees in all Group companies at the end of the fiscal year (as of March 31, 2025 for FY2024). Average years of service is calculated based on the information as of April 1 of the next fiscal year. ^{*9} Including non-binary category based on the requests ^{*10} Percentage of employees at the level of division head or above ^{*11} 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 ^{*12} Temporary employees, contractors, and outsourced contractors are excluded from the figures for domestic consolidated subsidiaries, but included those for overseas consolidated subsidiaries ^{*13} In FY2023, outside Japan and Global excluded Daiichi Sankyo Australia, Daiichi Sankyo Singapore, and Daiichi Sankyo Canada. In FY2024, outside Japan and Global excluded Daiichi Sankyo Australia, Daiichi Sankyo Singapore, Daiichi Sankyo Mexico, and Daiichi Sankyo Colombia. ^{*14} In FY2023, Global excluded Daiichi Sankyo Inc, Daiichi Sankyo Australia, and Daiichi Sankyo Singapore, and Daiichi Sankyo Canada. In FY2024, Global excluded Daiichi Sankyo Inc., Daiichi Sankyo Australia, Daiichi Sankyo Singapore, Daiichi Sankyo Mexico, and Daiichi Sankyo Colombia. ^{*15} Survey by INTAGAE Healthcare Inc (Reg-ii) ^{*16} Global Health Innovative Technology Fund ^{*17} Good Vigilance Practice. Standards for safety management of post-marketing pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices after manufacturing and selling ^{*18} Good Quality Practice. A ministerial ordinance on quality management standards for pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices ^{*19} A situation in which there is a reasonable probability that the use of or exposure to the product will severely affect the health or cause death ^{*20} A situation in which the use of a product may cause temporary or medically reversible adverse health consequences or carries a minimal risk for serious adverse health effects.