

ESG Data Table | FY2023 Archive

The data are basically on a non-consolidated basis.

Organizational Governance

Reported Items	Unit	FY2023	FY2022	FY2021
Management Structure				
Executive Committee	Times	10	11	11
Board of Directors	Times	16	18	22
Attendance Rate of Board of Directors	%	99.11	99.21	98.96
Directors	Persons	9	9	9
Of Which, Outside Directors	Persons	4	4	4
Of Which, Female Directors	Persons	1	1	1
Amount of Remuneration and the Like	Millions of Yen	215	326	392
Principal Activities of Outside Directors				
Yutaka Atomi		–	–	He attended all twenty-two (22) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily from the professional standpoint of a medical doctor.

Reported Items	Unit	FY2023	FY2022	FY2021
Saeko Arai		She attended all sixteen (16) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on her extensive experience as a corporate executive and from the professional standpoint of a certified public accountant.	She attended all eighteen (18) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on her extensive experience as a corporate executive and from the professional standpoint of a certified public accountant.	She attended all twenty-two (22) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on her extensive experience as a corporate executive and from the professional standpoint of a certified public accountant.
Nobuhiro Endo		He attended fifteen (15) meetings out of the sixteen (16) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on his extensive experience and a broad perspective as a corporate executive.	He attended all eighteen (18) meeting held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on his extensive experience and a broad perspective as a corporate executive.	He attended all twenty (20) of the twenty-two (22) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive.
Minoru Usui		He attended fifteen (15) meetings out of the sixteen (16) meetings held by the Board of Directors during	He attended all eighteen (18) meetings held by the Board of Directors during the fiscal year under review,	He attended all seventeen (17) meetings held by the Board of Directors during the fiscal year under review

Reported Items	Unit	FY2023	FY2022	FY2021
		the fiscal year under review, and made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive.	and made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive.	after his assumption of office as a Director, and made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive.
Koji Fujimoto		He attended all sixteen (16) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on his extensive experience and broad perspective in the healthcare field at administrative organizations.	He attended all fifteen (15) meetings held by the Board of Directors during the fiscal year under review after his assumption of office as a Director, and made statements at those meetings, primarily based on his extensive experience and broad perspective in the healthcare field at administrative organizations.	–
Audit System				
Audit & Supervisory Board	Times	13	13	13
Audit & Supervisory Board Members	Persons	5	5	5
Of Which, Outside Audit & Supervisory Board Members	Persons	3	3	3
Amount of Remuneration and the like	Millions of Yen	91	93	89

Reported Items	Unit	FY2023	FY2022	FY2021
Full-Time Staff of Corporate Audits' Office	Persons	1	1	1
Principal Activities of Outside Audit Supervisory Board				
Junsuke Fujii		–	–	He attended all twenty-two (22) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive.
Yoshio Iteya		He attended all sixteen (16) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at those meetings, primarily from the professional standpoint of an attorney.	He attended seventeen (17) meetings out of the eighteen (18) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at those meetings, primarily from the professional	He attended all twenty-two (22) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at those meetings, primarily from the professional standpoint of an attorney.

Reported Items	Unit	FY2023	FY2022	FY2021
			standpoint of an attorney.	
Mayumi Mochizuki		<p>She attended all sixteen (16) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. She made statements at those meetings, primarily from the professional standpoint of a pharmacologist.</p>	<p>She attended seventeen (17) meetings out of the eighteen (18) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. She made statements at those meetings, primarily from the professional standpoint as a pharmacologist.</p>	<p>She attended eleven (11) meetings out of the seventeen (17) meetings held by the Board of Directors and eight (8) meetings out of the ten (10) meetings held by the Audit & Supervisory Board during the fiscal year under review after her assumption of office as an Audit & Supervisory Board Member. She made statements at those meetings, primarily from the professional standpoint as a pharmacologist.</p>
Daishiro Michimori		<p>He attended all sixteen (16) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at</p>	<p>He attended all fifteen (15) meetings held by the Board of Directors and all ten (10) meetings held by the Audit & Supervisory Board during the fiscal year under review after his assumption of</p>	–


Reported Items	Unit	FY2023	FY2022	FY2021
		those meetings, primarily from the professional standpoints of an expert in financial and accounting affairs and of an attorney.	office as an Audit & Supervisory Board Member. He made statements at those meetings, primarily from the professional standpoint of an expert in financial and accounting affairs and of an attorney.	
Communication about Compliance				
Corporate CSR Blog	Articles	4	2	3
Framework for Compliance Implementation				
Periodic Report at Board of Directors	Times	1	1	1
Compliance Committee	Times	1	1	1
Compliance Committee of Group Companies in Japan	Times	1	1	1
Compliance Committee of Group Companies outside Japan	Times	1	1	1
Whistle-blowing Systems, Consultation Desks				
Hotline and Desk for All Employees	Systems	6	6	7
Consulted Issues	Cases	25	37	41
Compliance Education and Training				
Compliance Trainings for All Employees	Times	7	5	2
Compliance Workshops Held at the Workplace Level for All Workplaces	Times	1	1	1
Compliance Workshops Held at the Group Companies for All Group Companies	Times	0	1	1
Harmful Incident Concerning Pharmaceuticals Workshops for All Employees	Times	1	1	1
Information Security Training for All Employees	Times	1	1	1
Stress Check for All Employees	Times	1	1	1
Mental Health Manager Workshops	Times	1	1	1

Reported Items	Unit	FY2023	FY2022	FY2021
Mental Health Self-Care Workshops	Times	1	1	1
Product Recall Training in Corporate Regulatory Compliance & Quality Assurance Division	Times	1	1	1
Natural Disaster Training in Risk Management Related Divisions	Times	3	3	1
R&D Ethics e-Learning for Researchers Who Are Recommended to Take the Course on the Job	Times	1	1	1

Human Rights

Reported Items	Unit	FY2023	FY2022	FY2021
Initiative to Respect Human Rights				
Human Rights Workshops for All Employees	Times	1	1	1
Harmful Incident Concerning Pharmaceuticals Workshops for All Employees	Times	1	1	1
Initiative to Prevent Harassment				
Number of People in Charge of the General Consultation Desk	Persons	2	2	2
Number of People in Charge of the Harassment Consultation Desk (Within the Company)	Persons	General Desk: 3 7 Working Place Desks: 17	General Desk: 3 7 Working PlaceDesks: 17	General Desk: 3 7 Working PlaceDesks: 17
Number of People in Charge of the Harassment Consultation Desk (Workers Union)	Persons	General Desk: 4 11 Working Place Desks: 11	General Desk: 4 11 Working Place Desks: 11	General Desk: 5 11 Working Place Desks: 11

Labour Practices

The social performance indicators marked with  have received third-party assurance.

Reported Items	Unit	FY2023	FY2022	FY2021
Basic Human Resources Data				

Reported Items	Unit	FY2023	FY2022	FY2021
Number of Employees (Consolidated) as of March 31	Persons	4,980	6,250	6,987
Men	Persons	3,099	3,718	4,147
Women	Persons	1,881	2,532	2,840
Proportion of Women	%	37.8	40.5	40.6
Number of Employees (Non-Consolidated) as of March 31	Persons	2,908	3,026	3,040
Men	Persons	2,166	2,260	2,292
Women	Persons	742	766	748
Proportion of Women	%	25.5	25.3	24.6
Proportion of Female Managers as of April 1 of the Following Fiscal Year	%	13.7	14.4	16.0
Gender Wage Gap (All Workers) ^{*1}	%	81.9	81.3	–
Gender Wage Gap (Permanent Workers) ^{*1}	%	84.0	82.5	–
Gender Wage Gap (Part-Time Workers and Fixed-Term Workers) ^{*1}	%	91.3	79.0	–
MRs in Japan, including Managers	Persons	1,000	1,140	1,220
MRs in Japan, excluding Managers	Persons	910	1,040	1,110
Average Age	Years	44.3	43.8	43.4
Average Length of Continuous Employment	Years	18.7	18.3	18.0
Recruitment of New Graduates	Persons	48	70	64
Proportion of Women in New Graduates Recruitment	%	37.5	51.4	53.1
Recruitment of Mid Career	Persons	24	41	29
Proportion of Recruitment of Mid Career	%	33.3	36.9	31.2
Employment Rate of Persons with Disabilities as of June 1, Every Fiscal Year	%	2.61	2.34	2.34
Employee Turnover Rate of Employees Leaving for Personal Reasons	%	3.96	2.67	1.68
Retention Rate of New Graduates 3 Years after Joining the Company	%	81.3	87.9	94.3
Labour Union Participating Rate Eligibility Conducted by Collective Agreement Article 3-1	%	100	100	100
Total Actual Working Hours per Year	Hours	1,848.0	1,849.5	1,871.5
Average Overtime Hours per Month	Hours	3.6	4.0	4.1

Reported Items	Unit	FY2023	FY2022	FY2021
Average Usage of Paid Leave	Days/Person	15.7	15.4	14.1
Paid Leave Acquisition Rate	%	78.1	77.5	70.0
Male Employees Taking Childcare Leave ^{*2}	Persons	71	95	83
Childcare Leave Usage Rate (Male Employees) ^{*2}	%	104.4	130.1	97.6
Female Employees Taking Childcare Leave ^{*2}	Persons	31	26	51
Utilization of Shorter Working Hours for Childcare	Persons	85	83	66
Utilization of Leave for Nursing Care	Persons	0	1	1
Utilization of Shorter Workdays for Nursing Care	Persons	3	2	1
Mental Illness Leave (≥30days)	Persons	12	17	25
Health and Safety Management				
Stress Check for All Employees	Times	1	1	1
Mental Health Manager Workshops	Times	1	1	1
Mental Health Self-Care Workshops	Times	1	1	1
No-Overtime Day at Workplace Level	Days/Month	Established at Each Workplace	Established at Each Workplace	Established at Each Workplace
Whole Company No-Overtime Day	Days	1	1	1
Work-Related Accident Frequency Rate (Non-Consolidated)	–	1.34 	0.97	1.27
Work-Related Accident Frequency Rate (Non-Consolidated) excluding Accidents Involving Business Vehicles	–	0.83 	0.81	0.79
Lost-Time Injuries Frequency Rate (Non-Consolidated)	–	0.00 	0.32	0.16
Lost-Time Injuries Frequency Rate (Non-Consolidated) excluding Accidents Involving Business Vehicles	–	0.00 	0.16	0.16
Lost-Time Injuries Frequency Rate (Consolidated)	–	0.17 	0.44	0.22
Lost-Time Injuries Frequency Rate (Contractors)	–	0.00 	0.00	1.36
Fatalities (Consolidated)	Persons	0 	0	0
Fatalities (Contractors)	Persons	0 	0	0



Reported Items	Unit	FY2023	FY2022	FY2021
Communication with Employees				
Employee Engagement Survey	Times	1	1	1
Response Rate	%	98.2	98.5	98.8
Opinions toward Management	Cases	731	757	778
Proposals Made to Address Issues and/or Offer Solutions at Respective Divisions/Departments	Cases	799	911	986





*1 Regarding the gender wage gap, our wage system is based on the grade of the role (job) in which each employee is engaged, and there is no difference in base wages for male and female employees in the same grade; however, the following factors contribute to the differences in their average annual wages. Employees who do not receive their wages due to absenteeism, absence from work or temporary retirement are excluded from the calculation. Among permanent workers, the fact that the percentage of female employees in general office work positions is higher than that of male employees is the main factor in the gender wage gap. As for part time workers and fixed-term workers, the majority of them are part time workers; and, the wage levels for part time workers are lower than those for employees rehired after retirement and contract workers, due to reasons such as differences in job level and working hours. The fact that these part time workers are all female workers is a factor contributing to the gender wage gap.





*2 The number of employees excluding seconded employees is listed.

The Environment

The environmental performance indicators marked with  have received third-party assurance.

Reported Items		Unit	FY2023	FY2022	FY2021
Environmental Management					
Environmental and Safety Committee		Times	2	2	3
Environmental and Safety Managers' Conference		Times	2	2	2
Environment, Health and Safety Audit		Business units	6	4	6
Follow-up Activities for Environment, Health and Safety Audit		Cases	17	8	16
Environmental Accidents		Cases	0	0	0
Violation of Environmental Laws and Regulations Involving Criminal or Non-Criminal Fines		Cases	0	0	0
Energy Consumption					
Total Energy Consumption		MWh	271,591 	280,835	261,238
	Non-Renewable Energy Consumption	MWh	237,619	246,663	254,219
	Renewable Energy Consumption	MWh	33,972 	34,172	7,019
	Amount of Purchased Electricity Derived from Renewable Energy Sources ^{*1}	MWh	33,832	34,083	6,933

Reported Items			Unit	FY2023	FY2022	FY2021
	Amount of Generated Electricity at the Solar Power Generating Systems ^{*2}		MWh	140	89	86
CO ₂ Emissions						
Scope 1 (from Energy Sources)+Scope 2 (Market-Based)			t-CO ₂	53,920 	54,347	61,749
Total Emissions						
	Scope 1 (from Energy Sources) Emissions		t-CO ₂	27,093 	27,829	21,398
	Scope 2 (Market-Based) Emissions		t-CO ₂	26,827 	26,518	40,351
Scope 3 Emissions ^{*3}			t-CO ₂	356,214	366,620	382,293
	Category 1	(Purchased Goods and Services) ^{*4}	t-CO ₂	305,002 	310,925	332,970
	Category 2	(Capital goods) ^{*4}	t-CO ₂	18,623	24,134	19,015
	Category 3	(Fuel- and Energy-Related Activities not Included in Scope 1 or Scope 2)	t-CO ₂	15,017	15,048	15,643
	Category 4	(Upstream Transportation and Distribution)	t-CO ₂	820	853	824
	Category 5	(Waste Generated in Operations)	t-CO ₂	4,563	3,655	4,466
	Category 6	(Business Travel)	t-CO ₂	3,375	3,140	886
	Category 7	(Employee Commuting)	t-CO ₂	690	634	651
	Category 8	(Upstream Leased Assets)	t-CO ₂	–	–	–
	Category 9	(Downstream Transportation and Distribution) ^{*5}	t-CO ₂	4,184	5,305	3,344
	Category 10	(Processing of Sold Products)	t-CO ₂	–	–	–
	Category 11	(Use of Sold Products)	t-CO ₂	3,554	2,521	4,065
	Category 12	(End-of-Life Treatment of Sold Products)	t-CO ₂	250	302	323
	Category 13	(Downstream Leased Assets)	t-CO ₂	136	103	106
	Category 14	(Franchises)	t-CO ₂	–	–	–

Reported Items			Unit	FY2023	FY2022	FY2021
	Category 15	(Investments)	t-CO ₂	–	–	–
Amount of Water Withdrawal and Water Discharged						
Total Amount of Water Withdrawal (Consolidated)			t	862,627 	847,157	873,171
		Ground Water (Consolidated) ^{*6}	t	144,130 	113,045	55,853
		Third-Party Sources (Consolidated)	t	718,497 	734,112	817,318
	Total Amount of Water Withdrawal (Non-Consolidated)		t	831,818	804,281	814,250
		Ground Water (Non-Consolidated) ^{*6}	t	144,130	113,045	55,853
		Third-Party Sources (Non-Consolidated)	t	687,688	691,236	758,397
Total Amount of Water Discharged (Consolidated)			t	859,532 	843,300	866,398
		River (Consolidated)	t	617,860	589,817	604,448
		Sewerage (Consolidated)	t	241,672	253,483	261,950
	Total Amount of Water Discharged (Non-Consolidated)		t	831,818	804,281	814,250
		River (Non-Consolidated)	t	617,860	589,817	604,448
		Sewerage (Non-Consolidated)	t	213,958	214,464	209,802
Raw Material Consumption						
Raw Materials for Products (excluding Metals)			t	3,694	2,861	3,577
Raw Materials for Products (Metals)			t	3	1	0
Total Amount of Product Containers and Packaging Materials			t	511	590	642
		Glass	t	38	53	55
		Plastic	t	270	332	354
		Paper	t	203	204	234
PRTR Substances and VOC Substances Handled						
PRTR Substances			t	1,696	958	1,417
VOC Substances			t	2,970	2,004	2,452
Waste						
Total Amount of Waste Generated			t	7,760	4,757	6,183
		Amount Recycled	t	6,421	3,442	4,717
		Recycling Rate	%	83	72	76

Reported Items		Unit	FY2023	FY2022	FY2021
	Amount of Final Disposal	t	8	14	18
	Final Disposal Rate	%	0.1	0.3	0.3
	Amount of Hazardous Waste Generated	t	6,622	3,603	5,196
	Amount of Hazardous Waste Recycled	t	5,768	3,069	4,408
	PRTR Substances	t	1,695	930	1,371
Waste Containing High Levels of PCB in Storage		Units	0	0	0
Waste Containing Low Levels of PCB in Storage or in Use		Units	4	4	4
Released into the Atmosphere					
SO _x		t	0.4	0.3	0.3
NO _x		t	64.1	48.9	37.5
Dust Emissions		t	0.3	0.2	0.2
PRTR Substances		t	2.8	2.7	3.0
VOC Substances		t	20.2	14.8	17.3
Released into Water Systems					
BOD		t	0.4	0.2	0.2
COD		t	4.8	2.0	2.2
Phosphorus		t	0.1	0.1	0.1
Nitrogen		t	0.6	0.4	0.5
PRTR Substances		t	0.0	0.0	0.0
Environmental Accounting					
Environmental Investment		Millions of Yen	159	137	226
Environmental Expenditure		Millions of Yen	1,021	698	772
Economic Effect		Millions of Yen	36	3	3
Application of Environmental Conservation Systems					
Green Procurement (Green Purchasing Ratio of Office Supplies)		%	51	51	53
Green Logistics		Initiatives	43	39	46
Green Product Development		Initiatives	29	37	37
Green Facilities Design		Initiatives	15	16	13
Environmental Considerations for Business Vehicles					

Reported Items	Unit	FY2023	FY2022	FY2021
Percentage of Business Vehicles Shifted to Hybrid Cars (excluding Cold Regions)	%	100	100	100
Number of Electric Vehicles (EVs) in Our Business Vehicles	Vehicles	11	11	11
Communications with Group Companies				
Meeting to Exchange Information on Environment and Safety between Group Companies in Japan	Times	1	1	1
Environment, Health and Safety Audits Conducted for Group Companies in Japan	Companies	1	0	2
Environment, Health and Safety Audits Conducted for Group Companies outside Japan	Companies	0	0	0
Biodiversity				
Owls Forest Restoration Project of Kishiwada City, Osaka ^{*7}	Times/ Participants	2/60	6/128	1/13

- *1 Including the use of Non-Fossil Certificates to reduce the CO₂ emissions associated with vending machine operation (in collaboration with DyDo DRINCO, INC.'s carbon neutral initiatives).
- *2 The amount of solar power generation in FY2021 and FY2022 shows only the amount of solar power generation at the Central Research Laboratories due to measuring instrument failure at the Osaka Research Center.
- *3 In conjunction with the update of Category 9 emissions for FY2022, we are also updating the total emissions for FY2022.
- *4 In Japanese Ministry of the Environment's "The database on emissions unit values for accounting of greenhouse gas emissions, etc. by organizations throughout the supply chain" (ver. 3.3), it was (newly) specified that the consumption tax is included in the emission intensity. Therefore, we calculated the figures for FY2022 and FY2023 by taking into account the consumption tax. As for the figures for FY2021, we did not take into account the consumption tax when calculating the figures; however, we have not revised them as their impact is not significant.
- *5 CO₂ emissions from pharmaceutical wholesalers in FY2023 have not been disclosed. Therefore, CO₂ emissions from pharmaceutical wholesalers in FY2022 were used in the calculation of CO₂ emissions in FY2023. As for the sales of pharmaceutical wholesalers and the sales of our products in pharmaceutical wholesalers, the sales in FY2023 were used. Furthermore, as the CO₂ emissions for the pharmaceutical wholesalers for FY2022 have been disclosed, we have revised the CO₂ emissions for FY2022 to reflect this figure in our calculations.
- *6 The figures for FY2021 do not include 18,149 tons [†] of groundwater that was pumped up but not used and then discharged.
([†]) Difference between raw water and treated water in the period between June and October 2021 (5 months) when groundwater use was suspended.
- *7 We refrained from the activities to prevent the spread of COVID-19 in FY2021.

Fair Operating Practices

Reported Items	Unit	FY2023	FY2022	FY2021
Appropriate Information Disclosure and Management				
Information Security Training for All Employees	Times	1	1	1
Violations of Code of Conduct				
Number of Serious Compliance Violations	Times	0	0	0

Consumer Issues

Reported Items	Unit	FY2023	FY2022	FY2021
Initiatives to Provide Stable Supplies				
Plant in Japan	Sites	2	2	2
Distribution Center in Japan	Sites	2	2	2
Initiatives to Ensure Safety of Pharmaceuticals				
Product Recall Training in Corporate Regulatory Compliance & Quality Assurance Division	Times	1	1	1
Harmful Incident Concerning Pharmaceuticals Workshops for All Employees	Times	1	1	1
Initiatives to Improve Access to Medicines				
Responding to Demands for Development of Unapproved or Off-Label Drugs	Cases	1	2	2
Collaborative Programs with Public Institutions to Control Malaria, Influenza, Antimicrobial Resistance (AMR) and Hepatitis B	Projects	7	7	7
Fight against Counterfeit Pharmaceuticals in Collaboration with International Organizations	Projects	1	1	1
Communication with Customers				
Inquiries to the Product Information Center	Cases	Approx. 25,800	Approx. 30,400	Approx. 34,000

Community Involvement and Development

Reported Items	Unit	FY2023	FY2022	FY2021
Stakeholder Dialogue				
Dialogue with Patients and Families				
Inquiries to the Product Information Center	Cases	Approx. 1,100	Approx. 1,800	Approx. 1,900
Dialogue with Healthcare Professionals				
Inquiries to the Product Information Center	Cases	Approx. 21,600	Approx. 26,800	Approx. 29,800
Dialogue with Collaboration Partners				
Competitive Open Innovation Program Framework "PRISM" (Research Needs Presentation II)	Number of Acceptance/Number of Applications	2/8	5/59	No Recruitment

Reported Items	Unit	FY2023	FY2022	FY2021
Competitive Open Innovation Program Framework "PRISM" (Research Needs Presentation, Joint Creation by Young Researchers)	Number of Acceptance/Number of Applications	No Recruitment	No Recruitment	2/15 1 Collaboration out of PRISM
Dialogue with Shareholders				
Shareholders' Meeting	Times	1	1	1
Financial Results Announcement	Times	4	2	2
Conference Call	Times	0	2	2
Meeting with Analysts and Institutional Investors	Times	115	92	103
ESG Meeting	Times	0	1	1
R&D Meeting	Times	0	0	1
Dialogue with Employees				
Employee Engagement Survey	Times	1	1	1
Response Rate	%	98.1	98.5	98.8
Opinions toward Management	Cases	731	757	778
Proposals Made to Address Issues and/or Offer Solutions at Respective Divisions/Departments	Cases	799	911	986
Supporting Activity through Employee Participation				
Educational Assistance for the Next Generation				
Visiting Lectures by Employees	Schools	12	14	7
Biodiversity				
The Owls Forest Restoration Project at the Sumitomo Pharma Forest	Times	2	6	1

Standards for Calculating Social Performance Indicators

Social Performance Indicators	Scope of Aggregation	Calculation Method, etc.
Work-Related Accident Frequency Rate	Non-consolidated: Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and SMP Distribution Service Co., Ltd. in Japan	Number of deaths and injuries due to occupational accidents with or without lost workdays, excluding commuting accidents, per 1,000,000 cumulative hours worked

Social Performance Indicators	Scope of Aggregation	Calculation Method, etc.
Work-Related Accident Frequency Rate excluding Accidents Involving Business Vehicles	Non-consolidated: Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and SMP Distribution Service Co., Ltd. in Japan	Number of deaths and injuries due to occupational accidents with or without lost workdays, excluding accidents involving business vehicles and commuting accidents, per 1,000,000 cumulative hours worked
Lost-Time Injuries Frequency Rate	Non-consolidated: Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and SMP Distribution Service Co., Ltd. in Japan	Number of deaths and injuries due to occupational accidents with one or more lost workdays, excluding commuting accidents, per 1,000,000 cumulative hours worked
	Consolidated: <FY2021> Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and the Sumitomo Pharma Group's consolidated companies in Japan and abroad (excluding one company for which an accident report was not available) <FY2022 and FY2023> Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and the Sumitomo Pharma Group's consolidated companies in Japan and abroad	
	Contractors: Employees of contractors (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of the Company in Japan.	
Lost-time Injuries Frequency Rate excluding Accidents Involving Business Vehicles	Non-consolidated: Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company)	Number of deaths and injuries due to occupational accidents with one or more lost workdays, excluding accidents involving business vehicles

Social Performance Indicators	Scope of Aggregation	Calculation Method, etc.
	at all business sites of Sumitomo Pharma and SMP Distribution Service Co., Ltd. in Japan	and commuting accidents, per 1,000,000 cumulative hours worked
Fatalities	<p>Consolidated: <FY2021> Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and the Sumitomo Pharma Group's consolidated companies in Japan and abroad (excluding one company for which an accident report was not available)</p> <p><FY2022 and FY2023> Employees (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of Sumitomo Pharma and the Sumitomo Pharma Group's consolidated companies in Japan and abroad</p>	Number of deaths due to occupational accidents
	<p>Contractors: Employees of contractors (including contract employees, part-timers, temporary employees, and employees seconded to the Company) at all business sites of the Company in Japan.</p>	

Standards for Calculating Environmental Performance Indicators

●Energy Consumption

Environmental Performance Indicators	Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
Total Energy Consumption	<p><FY2021> Sumitomo Pharma Co., Ltd., consolidated subsidiaries in Japan, overseas consolidated subsidiaries' production sites (Sumitomo Pharma</p>	<p>Purchased electricity ^{#1}+(purchased heat×unit calorific value+fuel consumption ^{#2} × unit calorific value) ÷ conversion factor for "MWh" to "GJ" ^{#3}</p>

Environmental Performance Indicators		Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
		(Suzhou) Co., Ltd.) and their major R&D facilities (Sunovion Pharmaceuticals Inc.* and Sumitomo Pharma Oncology, Inc.*) <FY2022 and FY2023> Consolidated (Sumitomo Pharma Co., Ltd., consolidated subsidiaries in Japan, overseas consolidated subsidiaries) *Sunovion Pharmaceuticals Inc. and Sumitomo Pharma Oncology, Inc. changed their trade names to Sumitomo Pharma America, Inc. as a result of the reorganization of our U.S. group companies effective as of July 1, 2023.	The unit calorific values and the types of fuel to be calculated are based on the "Act on Rationalizing Energy use and Shifting to Non-fossil Energy." In FY2022 and FY2023, as for overseas non-production sites for which we do not have actual energy consumption data, we have made estimates based on the energy consumption at similar sites, using floor space ratios and other factors. #1 It includes solar power generated at our business sites. #2 Gasoline consumption of business vehicles includes only domestic gasoline consumption for FY2021, and all domestic and overseas gasoline consumption for FY2022 and beyond. #3 3.6GJ/MWh
	Non-Renewable Energy Consumption		Amount of energy consumption derived from non-renewable energy sources out of the total energy consumption
	Renewable Energy Consumption		Amount of energy consumption derived from renewable energy sources out of the total energy consumption
	Amount of Purchased Electricity Derived from Renewable Energy Sources		Amount of renewable energy-derived electricity purchased out of the renewable energy consumption (including Non-Fossil Certificates)
	Amount of Generated Electricity at the Solar Power Generating Systems		Amount of solar power generated by solar power generation systems at our business sites out of the renewable energy consumption

●CO₂ Emissions

Environmental Performance Indicators	Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
Scope 1 (from Energy Sources)+Scope 2 (Market-Based) Total Emissions	<FY2021> Sumitomo Pharma Co., Ltd., consolidated subsidiaries in Japan, overseas consolidated subsidiaries'	Total of Scope 1 (from Energy Sources) and Scope 2 (Market-Based) emissions

Environmental Performance Indicators	Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
Scope 1 (from Energy Sources) Emissions	<p>production sites (Sumitomo Pharma (Suzhou) Co., Ltd.) and their major R&D facilities (Sunovion Pharmaceuticals Inc.* and Sumitomo Pharma Oncology, Inc.*)</p> <p><FY2022 and FY2023> Consolidated (Sumitomo Pharma Co., Ltd., consolidated subsidiaries in Japan, overseas consolidated subsidiaries)</p> <p>*Sunovion Pharmaceuticals Inc. and Sumitomo Pharma Oncology, Inc. changed their trade names to Sumitomo Pharma America, Inc. as a result of the reorganization of our U.S. group companies effective as of July 1, 2023.</p>	<p>Fuel consumption ^{#4} × fuel unit calorific value × fuel CO₂ emission factor</p> <p>The unit calorific values and CO₂ emission factors are based on "Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System" which is provided in the "Act on Promotion of Global Warming Countermeasures." However, for city gas in Japan, we use basic emission factors or alternative value from "Emission Factors by Gas Suppliers (for the calculation of GHG emissions by specified emitters)" published by the Ministry of the environment and the Ministry of Economy, Trade and Industry of Japan.</p> <p>In FY2022 and FY2023, as for overseas non-production sites for which we do not have actual fuel consumption figures, we have made estimates based on the fuel consumption at similar sites, using floor space ratios and other factors.</p> <p>^{#4} Gasoline consumption of business vehicles includes only domestic gasoline consumption for FY2021, and all domestic and overseas gasoline consumption for FY2022 and beyond.</p>
Scope 2 (Market-Based) Emissions		<p>Purchased electricity ^{#5} × electricity CO₂ emissions factor ^{#6} + purchased heat × heat CO₂ emissions factor ^{#7}</p> <p>^{#5} It includes solar power generated at our business sites.</p> <p>^{#6} For domestic sites, adjusted emissions factors from "Emission Factors by Power Suppliers (for the calculation of GHG emissions by specified emitters)" published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry of Japan, for overseas sites, the emissions factors by country for 2019 published by the International Energy Agency (IEA). However, we use values provided by Sumitomo Chemical Co., Ltd. for sites located on the premises of Sumitomo Chemical Co., Ltd.</p> <p>^{#7} Values are based on "Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System" which is provided in "Act on Promotion of Global Warming Countermeasures." However, for heat in Japan, we use alternative value from</p>

Environmental Performance Indicators			Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
				<p>"Emission Factors by Heat Suppliers (for the calculation of GHG emissions by specified emitters)" published by the Ministry of the environment and the Ministry of Economy, Trade and Industry of Japan.</p> <p>In FY2022 and FY2023, as for overseas non-production sites for which we do not have actual purchased electricity amounts, we have made estimates based on purchased electricity at similar sites, using floor space ratios and other factors.</p>
Scope 3 Emissions			Refer to each category	<p>Total of Category 1 emissions to Category 15 emissions</p> <p>Ministry of the Environment DB: Ministry of the Environment's "Emission Intensity Database for Calculating Greenhouse Gas Emissions etc. of Organizations through their Supply Chains" (FY2021 emissions; Ver. 3.2 applied, FY2022 emissions; Ver. 3.3 applied, FY2023 emissions; Ver. 3.4 applied)</p> <p>LCI-DB: LCI Database IDEAv2 (for calculation of supply chain GHG emissions)</p>
	Category 1	(Purchased Goods and Services)	Non-consolidated	Calculated by multiplying the purchase price of raw and packaging materials for products and purchased products and outsourced manufacturing costs by the emissions intensity in Japanese Ministry of the Environment database
	Category 2	(Capital Goods)	Consolidated basis (The Sumitomo Pharma Group including overseas subsidiaries)	Calculated by multiplying the acquisition price of the fixed asset by the emissions intensity in Japanese Ministry of the Environment database
	Category 3	(Fuel- and Energy-Related Activities not Included in Scope 1 or Scope 2)	Non-consolidated	Calculated by multiplying purchased electricity and steam by the emissions intensity in Japanese Ministry of the Environment database and purchased fuel by the emissions intensity in Carbon Footprint database or lifecycle inventory (LCI) database
	Category 4	(Upstream Transportation and Distribution)	Transport in Japan, on a non-consolidated basis	Calculated by multiplying ton/kilometer for the transportation scenario by the emissions intensity in Japanese Ministry of the Environment database and LCI database

Environmental Performance Indicators			Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
	Category 5	(Waste Generated in Operations)	Non-consolidated	Calculated by multiplying the weight of waste according to type and processing method by the emissions intensity in Japanese Ministry of the Environment database
	Category 6	(Business Travel)	Non-consolidated	Calculated by multiplying business travel expenses paid by the emissions intensity in Japanese Ministry of the Environment database
	Category 7	(Employee Commuting)	Non-consolidated	Calculated by multiplying commuting cost according to transportation means by the emissions intensity in Japanese Ministry of the Environment database
	Category 8	(Upstream Leased Assets)	–	–
	Category 9	(Downstream Transportation and Distribution)	Non-consolidated	Calculated by multiplying CO ₂ emissions (estimate) per unit of sales in major drug wholesalers by sales of our products in drug wholesale segment
	Category 10	(Processing of Sold Products)	–	–
	Category 11	(Use of Sold Products)	Non-consolidated	Calculated by multiplying HFC amount in pharmaceutical MDIs (metered dose inhalers) sold by GWP
	Category 12	(End-of-Life Treatment of Sold Products)	Non-consolidated	Calculated by multiplying the weight of the container and packaging according to material based on "Act on the Promotion of Sorted Collection and Recycling of Containers and Packaging" by the emissions intensity in Japanese Ministry of the Environment database
	Category 13	(Downstream Leased Assets)	Non-consolidated	Calculated by multiplying the energy consumption of the building asset owned and rented out by the conversion factors based on "Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System" which is provided in "Act on

Environmental Performance Indicators			Scope of Aggregation	Calculation Method, Emissions Intensity, etc.
				Promotion of Global Warming Countermeasures"
	Category 14	(Franchises)	–	–
	Category 15	(Investments)	–	–

●Amount of Water Withdrawal and Water Discharged

Environmental Performance Indicators	Scope of Aggregation	Calculation Method
Total Amount of Water Withdrawal (Consolidated)	Consolidated (Sumitomo Pharma Co., Ltd., consolidated subsidiaries in Japan, overseas consolidated subsidiaries) However, small offices such as branches and business offices are excluded. In addition, overseas consolidated subsidiaries that do not have production sites or major research facilities are excluded from the scope because they have only small offices.	Total amount of water withdrawal of ground water and third-party sources (tap water, industrial water and pure water)
Total Amount of Water Discharged (Consolidated)		Total amount of water discharged to rivers and to sewerage. *As for sites that do not measure the amount of water discharged, the amount of water withdrawal is considered as the water discharged.
Total Amount of Water Withdrawal (Non-Consolidated)	Non-consolidated (Only Sumitomo Pharma Co., Ltd.) However, small offices such as branches and business offices are excluded.	Total amount of water withdrawal of ground water and third-party sources (tap water, industrial water and pure water)
Total Amount of Water Discharged (Non-Consolidated)		Total amount of water discharged to rivers and to sewerage. *As for sites that do not measure the amount of water discharged, the amount of water withdrawal is considered as the water discharged.

●Raw Material Consumption

Environmental Performance Indicators		Scope of Aggregation	Calculation Method
Raw Materials for Products (excluding Metals)		Non-consolidated	Amount of consumed raw materials for products (excluding metals)

Environmental Performance Indicators	Scope of Aggregation	Calculation Method
Raw Materials for Products (Metals)		Amount of consumed raw materials for products (metals)
Product Containers and Packaging Materials		Total amount of product containers and packaging materials used for products sold in Japan

●PRTR Substances and VOC Substances

Environmental Performance Indicators	Scope of Aggregation	Calculation Method
PRTR Substances	Non-consolidated	Amount of PRTR substances handled for which we submitted reports under the Japanese Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the environment and Promotion of Improvements to the Management Thereof (PRTR Law)
VOC Substances		Total amount of substance annually handled in quantities of 1 ton or more, out of 55 substances* *The number of substances excluding PRTR substances, out of 101 volatile organic compounds (VOCs), i.e. the 100 major VOCs listed by the Ministry of the Environment plus n-propyl alcohol

●Waste

Environmental Performance Indicators	Scope of Aggregation	Calculation Method
Total Amount of Waste Generated	Non-consolidated However, branches and business offices are excluded.	Total amount of by-products and other unwanted materials generated as a result of our normal business activities (including valuable resources)
Amount Recycled		Amount of waste reused, recycled, or converted to valuable resources out of the total amount of waste generated

Environmental Performance Indicators		Scope of Aggregation	Calculation Method
	Recycling Rate		Percentage of amount of waste recycled to the total amount of waste generated
	Amount of Final Disposal		Amount of waste finally disposed of by landfill out of the total amount of waste generated
	Final Disposal Rate		Percentage of waste finally disposed of to the total amount of waste generated
	Amount of Hazardous Waste Generated		Amount of hazardous waste (waste classified as specially-controlled industrial waste generated) out of the total amount of waste generated
	Amount of Hazardous Waste Recycled		Amount of hazardous waste reused, recycled, or converted into valuable resources out of the total amount of hazardous waste generated
	PRTR Substances	Non-consolidated	Atmospheric emission of PRTR substances that we reported under the PRTR Law
Waste Containing High Levels of PCB in Storage		Non-consolidated	Total amount/number of waste containing high levels of PCB in storage
Waste Containing Low Levels of PCB in Storage or in Use			Total number of devices containing low levels of PCB that are stored or continuously used

●Other Indicators

- The data are basically on a non-consolidated basis.