

ESG Index

Aiming for a Sustainable Increase in Corporate Value

Eisai publishes a social responsibility index and an ESG (Environment, Social and Governance) index to its stakeholders to make a comprehensive assessment of its corporate activities from an objective viewpoint.

Scope of data : ■ Eisai Group (Eisai Co., Ltd. and Group companies in and outside Japan)

■ Eisai Co., Ltd. ■ Eisai Group in Japan (Eisai Co., Ltd. and Group companies in Japan)

(Data for subsidiaries and businesses transferred is included until the date the transfer was completed)

Corporate Governance and Compliance Indexes

Index		Period	FY2014	FY2015	FY2016
Number of directors		At fiscal year end	11	11	11
Number of outside directors		At fiscal year end	7	7	7
Ratio of outside directors to all directors		At fiscal year end	63.6%	63.6%	63.6%
Ratio of female directors to all directors		At fiscal year end	9.1%	9.1%	9.1%
Number of corporate officers		At fiscal year end	22	25	27
Ratio of female corporate officers to all corporate officers		At fiscal year end	9.1%	8.0%	14.8%
Average age of corporate officers		At fiscal year end	53.1	53.6	52.9
Remuneration (base salary, bonuses, retirement benefits)	Directors (internal)	At fiscal year end	¥114 million	¥113 million	¥113 million
	Directors (outside)	At fiscal year end	¥76 million	¥74 million	¥74 million
	Corporate officers	At fiscal year end	¥976 million	¥1,310 million	¥1,247 million
Number of times compliance training offered	Number of times offered	Annually	56	47	62
	Number of executive training courses	Annually	2	2	2
	Total participants	Annually	Approx. 5,000	Approx. 4,600	Approx. 5,800
Number of times human rights training offered	Number of times offered	Annually	28	30	34
	Participants	Annually	2,405	5,001	5,457
Number of cases subject to investigation by the authorities due to violation of anti-corruption acts		At fiscal year end	0	0	0
Number of employee disciplinary dismissals due to violation of anti-corruption acts		At fiscal year end	0	0	0
Fines, penalties and costs of settlement related to violation of anti-corruption acts		At fiscal year end	0	0	0

*1 The U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, the Unfair Competition Prevention Act in Japan, etc.

Environmental Indexes

Index	Period	FY2014	FY2015	FY2016
Amount of CO ₂ emissions	Annually	139,015t	120,536t	118,943t
Amount of electricity consumption	Annually	181,057MWh	161,927MWh	165,417MWh
Amount of waste generated	Annually	4,001t	3,481t	2,935t
Amount of chemical substances handled subject to the PRTR system	Annually	499t	476t	258t
Waste-recycling rate	Annually	50.6%	57.7%	62.8%
Number of administrative penalties and litigations related to the environment	Annually	0	0	0

Social Indexes

Involvement with Patients

Index		Period	FY2014	FY2015	FY2016
Number of pending prescription drug applications	Japan	At fiscal year end	1	0	3
	Overseas	At fiscal year end	2	4	3
Number of prescription drugs approved	Japan	At fiscal year end	4	3	1
	Overseas	At fiscal year end	4	4	3
Number of patents (number of patent applications)		Annually	87	65	55
Number of inquiries to hhc Hotline		Annually	91,286	97,444	90,742
Number of inquiries via the online inquiry form		Annually	739	719	749
Number of complaints (concerning product quality)		Annually	336	314	323
Number of Product Complaint Committee (PCC) meetings held		Annually	12	12	12
Number of customers	Hospitals	At fiscal year end	5,739	5,732	5,730
	Clinics	At fiscal year end	81,723	79,232	77,735
	Dispensing pharmacies	At fiscal year end	11,103	10,794	10,650
	Drugstores, etc.	At fiscal year end	96,683	95,582	97,577
	Distributors	At fiscal year end	78	88	87
Vendors		At fiscal year end	232	224	227

*1 Includes additional indications and formulations. *2 Includes partner companies which handle food and other items.

Involvement with Society

Index		Period	FY2014	FY2015	FY2016
Roundtable discussions with communities neighboring Eisai Co., Ltd.'s domestic production sites	Number of discussions held	Annually	1	1	1
	Number of people in attendance	Annually	11	11	11
Amount of funds donated		Annually	¥2,073 million	¥2,602 million	¥2,118 million
Amount of tax paid		Annually	¥4,628 million	¥5,764 million	¥14,095 million
Visitors to the Naito Museum of Pharmaceutical Science and Industry		Annually	35,705	36,325	40,480
Number of participants in plant tours		Annually	3,178	2,443	2,456

Involvement with Shareholders

Index		Period	FY2014	FY2015	FY2016
Number of shareholders		At fiscal year end	66,190	59,996	62,335
Number of shares issued		At fiscal year end	296,566 thousand	296,566 thousand	296,566 thousand
Percentage of holdings by foreign companies, etc.		At fiscal year end	30.9%	28.9%	27.5%
Percentage of holdings by individuals and others		At fiscal year end	97.4%	97.1%	97.3%
Return on equity (ROE) attributable to owners of the parent		Annually	7.7%	9.4%	6.8%
Dividend payout ratio (DPR)		Annually	99.0%	78.0%	109.0%
Dividend on equity (DOE) attributable to owners of the parent		Annually	7.6%	7.3%	7.4%
Total dividends paid		Annually	¥42,836 million	¥42,889 million	¥42,917 million
Dividends per share		Annually	¥150	¥150	¥150

Involvement with Employees

Index		Period	FY2014	FY2015	FY2016
Number of employees		At fiscal year end	10,183	9,877	10,452
Number of employees by region	Japan	At fiscal year end	4,712	4,523	5,009
	Americas (North, Central and South America)	At fiscal year end	1,745	1,316	1,320
	EMEA (Europe, Middle East, Africa, Russia and Oceania)	At fiscal year end	893	913	983
	China	At fiscal year end	1,607	1,875	1,909
	Asia (excluding Japan and China)	At fiscal year end	1,226	1,250	1,231
Number of employees	Total	At fiscal year end	3,583	3,577	3,508
	Male	At fiscal year end	2,845	2,838	2,775
	Female	At fiscal year end	738	739	733
	Management	At fiscal year end	1,359	1,370	1,389
Number of temporary employees		At fiscal year end	215	136	156
Ratio of temporary employees to total employees		At fiscal year end	5.7%	3.7%	4.3%
Ratio of women in management roles to total management		At fiscal year end	4.6%	4.7%	5.2%
Average age		At fiscal year end	43.7	44.1	44.8
Average years of employment	Total	At fiscal year end	19.4	19.9	20.4
	Male/Female	At fiscal year end	20.3/15.9	20.8/16.2	21.4/16.9
Turnover rate		Annually	1.4%	2.6%	3.1%
Number of users of nursing care leave, caregiver leave and short working hours system for nursing care		Annually	17/0/1	20/2/0	22/2/0
Number of users of short-term nursing care leave		Annually	132	150	165
Number of users of childcare leave	Total	Annually	90	95	89
	Male/Female	Annually	1/89	2/93	0/89
Number of users of short working hours system for childcare		Annually	73	93	80
Average annual salary (according to the annual securities report)		Annually	¥10,403 thousand	¥10,939 thousand	¥10,389 thousand
Personal development expenses (per employee)		Annually	¥175,800	¥198,400	¥210,200
Percentage of employees with disabilities		Annually	2.56%	2.53%	2.65%
Number of new employees per year	Total	Annually	14	105	55
	Male/Female	Annually	12/2	70/35	34/21
Normal working hours (per person per year)		Annually	1,895	1,887	1,879
Average monthly hours of overtime (per non-management employee)		Annually	12 hours 11 minutes	9 hours 11 minutes	8 hours 34 minutes
Number of work-related accidents		Annually	7	13	15
Frequency of work-related injuries that result in more than 4 days of work lost	employee / contractor	Annually	0/0	0.29/0	0/0
Number of work-related fatalities	employee / contractor	Annually	0/0	0/0	0/0
Number of cases of work-related occupational illness	employee / contractor	Annually	0/0	0/0	0/0
Percentage of employees who undergo health checks	Employee	Annually	99.75%	99.86%	99.48%
	Family members	Annually	74.45%	71.16%	80.57%
Average number of paid vacation days taken (per non-management employee)		Annually	12.1	12.1	12.4

*1 Based on the number of fulltime Eisai Co., Ltd. employees

*2 Personal development expenses include training, studying abroad, participation in academic conferences

*3 Health check eligibility includes dependent spouses and nondependent family members aged 40 or older