

Data (Society)

	Scope of Report	FY2020	FY2021	FY2022 ¹	FY2023	FY2024
<Employee Data>						
No. of employees ²	PD	150	172	196	206	217
	PDR	—	—	414	450	464
No. of employees involved in R&D ³	PD	133	156	172	184	195
	PDR	—	—	36	44	43
Ratio of employees involved in R&D ³	PD	88.7%	90.7%	87.8%	89.3%	89.9%
	PDR	—	—	10.2%	9.8%	9.3%
of which, Female	PD	57	61	77	81	77
	PDR	—	—	82	85	90
Ratio of female employees	PD	38.0%	35.5%	39.3%	39.3%	35.5%
	PDR	—	—	19.8%	18.9%	19.4%
of which, non-Japanese	PD	4	2	3	3	4
	PDR	—	—	0	0	1
Ratio of non-Japanese employees	PD	2.7%	1.2%	1.5%	1.5%	1.8%
	PDR	—	—	0.0%	0.0%	0.2%
No. of full-time employees	PD	128	142	155	153	157
	PDR	—	—	352	395	404
of which, Female	PD	45	40	45	45	41
	PDR	—	—	73	78	81
Ratio of female employees	PD	35.2%	28.2%	29.0%	29.4%	26.1%
	PDR	—	—	20.7%	19.7%	20.0%
No. of managerial employees ⁴	PD	32	38	43	50	61
	PDR	—	—	218	214	216
of which, Female	PD	6	7	8	8	11
	PDR	—	—	34	35	37
Ratio of female in managerial positions	PD	18.8%	18.4%	18.6%	16.0%	18.0%
	PDR	—	—	15.6%	16.4%	17.1%
No. of senior managerial employees	PD	19	24	29	29	30
	PDR	—	—	114	115	112
of which, Female	PD	4	6	7	7	7
	PDR	—	—	10	10	12
Ratio of female in senior managerial positions	PD	21.1%	25.0%	24.1%	24.1%	23.3%
	PDR	—	—	8.8%	8.7%	10.7%
Average age	PD	38.2	37.7	38.7	39.2	39.7
	PDR	—	—	45.2	43.9	43.7
of which, Male	PD	38.7	37.8	39.0	39.5	40.0
	PDR	—	—	45.5	43.9	43.5
of which, Female	PD	37.2	37.4	38.0	38.6	38.9
	PDR	—	—	44.2	44.0	44.2
Average service years	PD	3.5	3.7	4.2	4.9	5.3
	PDR	—	—	17.7	16.0	15.7
of which, Male	PD	3.4	3.4	4.0	4.7	5.2
	PDR	—	—	18.1	16.0	15.6
of which, Female	PD	3.8	4.3	4.7	5.4	5.6
	PDR	—	—	16.2	15.7	16.1
No. of hires (of which, Female)	PD	25 (4)	27(3)	24(8)	15(5)	17(4)
	PDR	—	—	17(1)	64(9)	33(7)
No. of new graduate (of which, Female)	PD	0 (0)	6 (0)	1 (0)	0	3(0)
	PDR	—	—	2 (0)	12(2)	12(3)
Ratio of mid-careers	PD	100%	78%	96%	100%	82%
	PDR	—	—	88%	81%	63.64%
No. of retirees (of which, Female)	PD	3(1)	14(8)	14(4)	16(7)	14(7)
	PDR	—	—	29 (4)	24 (5)	17(2)
Turnover rate	PD	2.4%	9.1%	8.2%	10.6%	9.3%
	PDR	—	—	7.1%	5.9%	3.7%
Turnover rate of hired new graduates after three years	PD	0.0%	0.0%	20.0%	0.0%	16.7%
	PDR	—	—	0.0%	0.0%	0.0%
Average annual salary (thousand yen) ⁵	PD	9,760	8,826	9,662	9,592	11,692
	PDR	—	—	5,664	7,365	6,717
Ratio of average salaries of men to women	PD	85.3%	87.0%	84.7%	86.0%	89.3%
	PDR	—	—	77.0%	81.0%	83.0%
No. of disabled employees	PD	4	4	5	5	5
	PDR	—	—	8	10	12
Ratio of disabled employees	PD	3.1%	2.8%	3.2%	3.3%	3.2%
	PDR	—	—	1.9%	2.2%	2.6%
Ratio of female employees who took maternity/childcare leave	PD	100.0%	100%	100%	100%	100%
	PDR	—	—	100%	100%	100%
Ratio of male employees who took childcare leave	PD	—	50.0%	75.0%	50.0%	66.7%
	PDR	—	—	42.9%	44.4%	36.3%
Return rate of female employees after maternity/childcare leave	PD	100%	66.7%	100%	100%	67%
	PDR	—	—	100%	100%	100%
Return rate of male employees after childcare leave	PD	—	100.0%	100%	100%	100%
	PDR	—	—	100%	100%	100%
No. of employees who took nursing care leave	PD	0	0	0	0	0
	PDR	—	—	0	0	0
Usage of annual paid leave	PD	67.7%	68.5%	76.5%	83.9%	86.5%
	PDR	—	—	68.8%	74.8%	71.1%
Usage of summer paid leave	PD	95.1%	96.5%	99.0%	99.5%	98.6%
Ratio of employees who underwent health checkup	PD	88.6%	97.2%	95.2%	97.3%	96.5%
	PDR	—	—	99.8%	99.5%	99.0%
Ratio of employees who participated Stress Check Program mandated by MHLW	PD	91.3%	88.2%	95.4%	98.6%	96.6%
	PDR	—	—	100%	100%	100%
Ratio of employees on leave due to mental disorders	PD	0.0%	2.3%	1.0%	1.3%	1.4%
	PDR	—	—	0.0%	0.9%	0.4%
<Diverse Core Human Resources Data>⁴						
Ratio of doctorate (Ph.D.) holders	PD	—	55.2%	51.2%	54.0%	45.0%
Female manager ratio	PD	—	18.4%	18.6%	16.0%	18.3%
Ratio of foreign employees or employees with overseas work experience	PD	—	31.5%	32.6%	32.0%	31.7%
Ratio of employees (in 20s/30s)	PD	—	15.8%	16.3%	24.0%	20.0%

	Scope of Report	FY2020	FY2021	FY2022 ¹	FY2023	FY2024
<Other Society-related Data>						
No. of occupational accidents	PD	1	1	0	0	1
	PDR	-	-	1	1	0
Fatalities	PD	0	0	0	0	0
	PDR	-	-	0	0	0
LTIFR (Lost Time Injury Frequency Rate)	PD	4.6%	3.7%	0.0%	0.0%	3.5%
	PDR	-	-	1.3%	1.2%	0.0%
Severity rate	PD	0.05%	0.07%	0.0%	0.0%	0.03%
	PDR	-	-	0.0%	2.0%	0.0%
OIFR (Occupational Illness Frequency Rate)	PD	0.0%	0.0%	0.0%	0.0%	0.0%
	PDR	-	-	0.0%	0.0%	0.0%
No. of administrative action and violation of laws and regulatory compliance	PD	0	0	0	0	0
	PDR	-	-	0	0	0
Political contributions (yen)	PD	0	0	0	0	0
	PDR	-	-	-	0	0
No. of whistle-blowing system hotline complaints received	PD	1	2	2	1	1
	PDR	-	-	0	0	0
No. of regulators inspections ⁶	PD	-	-	-	-	-
	PDR	-	-	8	1	4
No. of warning letters, etc. ⁷	PD	-	-	-	-	-
	PDR	-	-	0	0	0
Social contribution spending (thousand yen) ⁸	PD	-	9,376	10,112	9,611	11,722
	PDR	-	-	150,571	146,979	63,768
Largest Contributions & Expenditures	PD	-	454	400	500	500
	PDR	-	-	150,443	146,119	62,119
Employee volunteer hours and activity expenses ⁹	PD	-	8,921	9,712	9,611	11,722
	PDR	-	-	127	860	1,649

*1 Since PDRadiopharma was integrated in March 2022, the fiscal year ending December 2022 consists of 9 months from April 1 to December 31.

*2 PeptiDream: The number of full-time, contract and temporary employees. PDRadiopharma: The number of full-time, contract employees.

*3 PDRadiopharma: The number and ratio of full-time employees.

*4 The number of managerial employees includes senior managers and senior-ranking specialists. Due to a change in grade system in FY2024, definitions differ between FY2020 to FY2023 and FY2024.

*5 PDRadiopharma: Calculated based on total annual salary for the 9 month from April 1 to December 31, 2022.

*6 PDRadiopharma: Number of inspections and investigations conducted by PMDA and overseas regulators

*7 Warning letters issued by the FDA or administrative guidance/improvement orders, etc

*8 PDRadiopharma: Due to a change in definition in FY2023, the figures for FY2022 have been retroactively adjusted.

*9 Volunteer engagements, etc. converted into monetary equivalents.