

Data (Society)

	Scope of Report	FY2021	FY2022 ¹⁾	FY2023	FY2024	FY2025
<Employee Data>						
No. of employees ²⁾	PD	172	196	206	217	228
	PDR	—	414	450	464	476
No. of employees involved in R&D ³⁾	PD	156	172	184	195	202
	PDR	—	36	44	43	48
Ratio of employees involved in R&D ³⁾	PD	90.7%	87.8%	89.3%	89.9%	88.6%
	PDR	—	10.2%	9.8%	9.3%	10.1%
of which, Female	PD	61	77	81	77	79
	PDR	—	82	85	90	98
Ratio of female employees	PD	35.5%	39.3%	39.3%	35.5%	34.6%
	PDR	—	19.8%	18.9%	19.4%	20.6%
of which, non-Japanese	PD	2	3	3	4	5
	PDR	—	0	0	1	2
Ratio of non-Japanese employees	PD	1.2%	1.5%	1.5%	1.8%	2.2%
	PDR	—	0.0%	0.0%	0.2%	0.4%
No. of full-time employees	PD	142	155	153	157	169
	PDR	—	352	395	404	411
of which, Female	PD	40	45	45	41	43
	PDR	—	73	78	81	88
Ratio of female employees	PD	28.2%	29.0%	29.4%	26.1%	25.4%
	PDR	—	20.7%	19.7%	20.0%	21.4%
No. of managerial employees ⁴⁾	PD	38	43	50	61	65
	PDR	—	218	214	216	206
of which, Female	PD	7	8	8	11	11
	PDR	—	34	35	37	37
Ratio of female in managerial positions	PD	18.4%	18.6%	16.0%	18.0%	16.9%
	PDR	—	15.6%	16.4%	17.1%	18.0%
No. of senior managerial employees	PD	24	29	29	30	31
	PDR	—	114	115	112	107
of which, Female	PD	6	7	7	7	9
	PDR	—	10	10	12	12
Ratio of female in senior managerial positions	PD	25.0%	24.1%	24.1%	23.3%	29.0%
	PDR	—	8.8%	8.7%	10.7%	11.2%
Average age	PD	37.7	38.7	39.2	39.7	40.2
	PDR	—	45.2	43.9	43.7	43.6
of which, Male	PD	37.8	39.0	39.5	40.0	40.5
	PDR	—	45.5	43.9	43.5	43.6
of which, Female	PD	37.4	38.0	38.6	38.9	39.2
	PDR	—	44.2	44.0	44.2	43.6
Average service years	PD	3.7	4.2	4.9	5.3	5.5
	PDR	—	17.7	16.0	15.7	15.1
of which, Male	PD	3.4	4.0	4.7	5.2	5.4
	PDR	—	18.1	16.0	15.6	15.3
of which, Female	PD	4.3	4.7	5.4	5.6	5.7
	PDR	—	16.2	15.7	16.1	14.5
No. of hires (of which, Female)	PD	27(3)	24(8)	15(5)	17(4)	28(7)
	PDR	—	17(1)	64(9)	33(7)	42
No. of new graduate (of which, Female)	PD	6 (0)	1 (0)	0	3(0)	2(0)
	PDR	—	2 (0)	12(2)	12(3)	17(6)
Ratio of mid-careers	PD	78%	96%	100%	82%	93%
	PDR	—	88%	81%	63.64%	51%
No. of retirees (of which, Female)	PD	14(8)	14(4)	16(7)	14(7)	14(4)
	PDR	—	29 (4)	24 (5)	17(2)	30
Turnover rate	PD	9.1%	8.2%	10.6%	9.3%	8.5%
	PDR	—	7.1%	5.9%	3.7%	6.4%
Turnover rate of hired new graduates after three years	PD	0.0%	20.0%	0.0%	16.7%	0.0%
	PDR	—	0.0%	0.0%	0.0%	2.4%
Average annual salary (thousand yen) ⁵⁾	PD	8,826	9,662	9,592	11,692	9,519
	PDR	—	5,664	7,365	6,717	7,518
Ratio of average salaries of men to women	PD	87.0%	84.7%	86.0%	89.3%	81.1%
	PDR	—	77.0%	81.0%	83.0%	87.8%
No. of disabled employees	PD	4	5	5	5	5
	PDR	—	8	10	12	11
Ratio of disabled employees	PD	2.8%	3.2%	3.3%	3.2%	3.1%
	PDR	—	1.9%	2.2%	2.6%	2.3%
Ratio of female employees who took maternity/childcare leave	PD	100%	100%	100%	100%	100%
	PDR	—	100%	100%	100%	100%
Ratio of male employees who took childcare leave	PD	50.0%	75.0%	50.0%	66.7%	80.0%
	PDR	—	42.9%	44.4%	36.3%	50.0%
Return rate of female employees after maternity/childcare leave	PD	66.7%	100%	100%	67%	100%
	PDR	—	100%	100%	100%	100%
Return rate of male employees after childcare leave	PD	100.0%	100%	100%	100%	100%
	PDR	—	100%	100%	100%	100%
No. of employees who took nursing care leave	PD	0	0	0	0	0
	PDR	—	0	0	0	0
Usage of annual paid leave	PD	68.5%	76.5%	83.9%	86.5%	87.7%
	PDR	—	68.8%	74.8%	71.1%	67.8%
Usage of summer paid leave	PD	96.5%	99.0%	99.5%	98.6%	97.2%
Ratio of employees who underwent health checkup	PD	97.2%	95.2%	97.3%	96.5%	95.4%
	PDR	—	99.8%	99.5%	99.0%	97.3%
Ratio of employees who participated Stress Check Program mandated by MHLW	PD	88.2%	95.4%	98.6%	96.6%	95.0%
	PDR	—	100%	100%	100%	100%
Ratio of employees on leave due to mental disorders	PD	2.3%	1.0%	1.3%	1.4%	1.8%
	PDR	—	0.0%	0.9%	0.4%	0.8%
<Diverse Core Human Resources Data>⁴⁾						
Ratio of doctorate (Ph.D.) holders	PD	55.2%	51.2%	54.0%	45.0%	42.4%
Female manager ratio	PD	18.4%	18.6%	16.0%	18.3%	16.7%
Ratio of foreign employees or employees with overseas work experience	PD	31.5%	32.6%	32.0%	31.7%	34.8%
Ratio of employees (in 20s/30s)	PD	15.8%	16.3%	24.0%	20.0%	18.2%

	Scope of Report	FY2021	FY2022 ^{*1}	FY2023	FY2024	FY2025
<Other Society-related Data>						
No. of occupational accidents	PD	1	0	0	1	1
	PDR	—	1	1	0	1
Fatalities	PD	0	0	0	0	0
	PDR	—	0	0	0	0
LTIFR (Lost Time Injury Frequency Rate)	PD	3.7%	0.0%	0.0%	3.5%	3.1
	PDR	—	1.3%	1.2%	0.0%	1.1%
Severity rate	PD	0.07%	0.0%	0.0%	0.03%	0
	PDR	—	0.0%	2.0%	0.0%	0.1%
OIFR (Occupational Illness Frequency Rate)	PD	0.0%	0.0%	0.0%	0.0%	0
	PDR	—	0.0%	0.0%	0.0%	0.0%
No. of administrative action and violation of laws and regulatory compliance	PD	0	0	0	0	1
	PDR	—	0	0	0	0
Political contributions (yen)	PD	0	0	0	0	0
	PDR	—	—	0	0	0
No. of whistle-blowing system hotline complaints received	PD	2	2	1	1	2
	PDR	—	0	0	0	0
No. of regulators inspections ^{*6}	PD	—	—	—	—	—
	PDR	—	8	1	4	2
No. of warning letters, etc. ^{*7}	PD	—	—	—	—	—
	PDR	—	0	0	0	0
Social contribution spending (thousand yen) ^{*8}	PD	9,376	10,112	9,611	11,722	10,073
	PDR	—	150,571	146,979	63,768	54,692
Largest Contributions & Expenditures ^{*9}	PD	454	400	500	520	520
	PDR	—	150,443	146,119	62,119	52,593
Employee volunteer hours and activity expenses ^{*10}	PD	8,921	9,712	9,611	11,722	9,553
	PDR	—	127	860	1,649	2,099

^{*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} Due to a change in definition in FY2024, the figures for FY2024 have been retroactively adjusted.

^{*10} Volunteer engagements, etc. converted into monetary equivalents.