

Including Chugai corporate overview,  
we report our various performance data on CSR

### Social and Economic Areas

			2006	2007	2008
Social area	Full-time employees (consolidated) <sup>1) 2)</sup>	Chugai Group	5,905	6,257	6,383
	Full-time employees (non-consolidated) <sup>1) 2)</sup>	Chugai	4,371	4,611	4,671
	Number of persons employed (new graduates + mid-career personnel) <sup>1)</sup>	Chugai	499	332	138
	Number of the board members: Directors <sup>1) 3)</sup>	Chugai	13 (7)	13 (7)	14 (7)
	Auditors <sup>1) 3)</sup>	Chugai	4 (2)	4 (2)	4 (2)
	Average age <sup>1)</sup>	Chugai	38years6months	38years6months	39years3months
	Average service years <sup>1)</sup>	Chugai	14years1month	14years1month	14years7months
	Rate of employees with disabilities <sup>4)</sup>	Chugai	1.95%	1.92%	1.86%
	Number of employees who take maternity leave	Chugai	28	37	26
	Number of employees who take family-care leave	Chugai	2	1	2
	Number of employees who use volunteer leave system	Chugai	0	0	0
	Number of employees who take a volunteer holiday	Chugai	2	1	1
	Employees using the program for returning to work after taking childcare leave	Chugai	37 (cumulative total)	24 (cumulative total)	22 (cumulative total)
	Number of lectures on health management	Chugai Group	—	9	8
	Number of inquiries to the drug information center	Chugai	52,781	64,798	60,906
	Number of investors' meetings	Chugai	8	10	9
	Number of overseas investors which were visited on a road-show	Chugai	66	64	64
	Number of study sessions for media	Chugai	12	10	8
	Number of Shareholders <sup>1)</sup>	Chugai	45,464	49,111	44,372
	Number of outstanding shares <sup>1)</sup>	Chugai	559,493,113	559,636,061	559,685,889
Rate of the number of shares which non-Japanese own <sup>1)</sup>	Chugai	70.28%	71.79%	74.92%	
Rate of "individual /other" shareholders <sup>1)</sup>	Chugai	6.97%	7.56%	7.07%	
Occupational injury frequency rate	Chugai	0.75	2.22	1.43	
Occupational injury severity rate	Chugai	0.004	0.0005	0.003	

Occupational injury frequency rate = casualty of an industrial accident x 1,000,000/total working hours

Occupational injury severity rate = (lost working days/total working hours) x 1,000

1) Indicates figures as of the end of December.

2) The number of employees includes workers on loan to the Chugai Group from outside the Group but excludes workers on loan from the Chugai Group to firms outside the Group.

3) Numbers in parentheses refer to non-executive members.

4) Indicate figures as of the end of June

Unit: millions of yen

			2006	2007	2008
Economic area	Net sales	Chugai Group	326,109	344,808	326,937
	Research and development expenses <sup>5)</sup>	Chugai Group	54,609	54,243	53,225
	Operating income	Chugai Group	58,347	66,703	51,563
	Net income	Chugai Group	38,417	40,061	39,264
	Income taxes (including deferred income taxes) <sup>6)</sup>	Chugai Group	22,874	24,537	22,276
	Annual dividends <sup>7)</sup>	Chugai	18,821	18,146	16,344
	Total net asset	Chugai Group	391,604	385,797	397,066
	Donations (non-consolidated) <sup>8)</sup>	Chugai	1,977	2,770	2,786

5) Chugai maintains its R&D expenditure at a high level to supply and develop innovative and reliable pharmaceutical products continuously.

6) Chugai recorded corporation tax of 223 billion yen in 2008.

7) Chugai paid 163 billion yen in dividends to stock holders in 2008.

8) The donation figures are extracted in the viewpoint of CSR.

## Environmental Area

### 1. Annual Energy Consumption and Carbon Dioxide Emissions

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Electricity (10,000 kWh)	10,411	10,588	10,717	10,965	11,282	12,662
Heavy oil (kL)	2,956	3,264	3,438	2,605	2,352	1,890
Kerosene (kL)	784	753	532	326	272	255
Gasoline (kL)	2,319	2,447	2,344	2,772	2,879	2,806
City gas (km <sup>3</sup> )	7,023	7,328	10,506	12,615	12,493	14,100
LNG (tons)	—	265	755	807	2,601	2,877
LPG (tons)	2,688	2,952	1,162	27	28	32
CO <sub>2</sub> Emissions (tons)	76,385	80,197	82,897	83,150	88,337	96,048

※ The total energy consumption is converted into CO<sub>2</sub> emissions. The electric power is converted into CO<sub>2</sub> emissions by applying a conversion coefficient rate of 0.368 kg-CO<sub>2</sub>/kWh.

### 2. Fiscal 2008 Energy Consumption by Site or Facility

	Ukima Site	Fujieda Plant of CPMC *1	Utsunomiya Plant of CPMC *1	Kamakura Site	Fuji Gotemba Research Laboratory	CMS Suwa *2	Chugai Distribution	Head Office & branches
Electricity (10,000 kWh)	3,509	1,473	3,118	2,005	1,593	81	111	771
Heavy oil (kL)	3	13	—	—	1,873	—	—	—
Kerosene (kL)	—	0	—	—	—	255	—	—
Gasoline (kL)	—	2	—	—	4	3	—	2,797
City gas (km <sup>3</sup> )	4,741	—	6,158	3,188	—	—	—	13
LNG (tons)	—	2,877	—	—	—	—	—	—
LPG (tons)	—	—	10	—	22	0	—	—

### 3. Annual Waste Generation

Unit: tons

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Generation	13,050	11,224	20,220	8,757	2,437	3,538
Disposal	3,130	527	895	709	752	846
Final disposal at landfills	330	129	103	69	94	82
Recycling	4,280	3,553	5,916	2,726	1,687	2,692
Recycling ratio <sup>1)</sup> (%)	57.8	87.1	86.9	79.4	69.2	76.1
Final disposal ratio <sup>2)</sup> (%)	2.5	1.1	0.5	0.8	3.9	2.3

1) Recycling ratio = the volume of waste recycled / (the volume of waste disposed + the volume of waste recycled)

2) Final disposal ratio = the final volume of landfill waste / the volume of waste generated

### 4. Fiscal 2008 Waste Generation

Unit: tons

	Ash	Sludge	Waste oils	Waste acids	Waste alkalis	Waste plastics	Waste metals	Waste glass & ceramics	Infection waste	Others
Generation	909	653	524	5	747	373	130	27	110	59
Disposal	—	252	422	4	1	83	1	10	35	39
Final disposal at landfills	—	50	—	—	—	8	1	10	7	6
Recycling	909	401	102	1	746	290	129	17	75	20

### 5. Handled Amounts of Chemical Substances Covered by the PRTR Law (fiscal year, April to March)

Unit: tons

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Pyridine	589.2	795.1	867.5	0.1	0.1
Formaldehyde	0.2	0.9	0.5	0.3	0.1
Acetonitrile	6.8	6.9	11.7	5.2	4.2
2-Aminoethanol	3.7	3.7	5.8	4.3	5.3
Chloroform	1.4	0.5	0.3	0.2	0.3
Dichloromethane	6.6	7.9	6.6	6.3	3.1
Toluene	0.8	6.2	4.0	0.5	1.0
N, N-Dimethylformamide	0.1	1.3	1.0	0.2	0.1

### 6. Fiscal 2008 Water Consumption and Wastewater by Site or Facility

Unit: tons

	Ukima Site	Fujieda Plant of CPMC *1	Utsunomiya Plant of CPMC *1	Kamakura Site	Fuji Gotemba Research Laboratory	CMS Suwa *2	Total
City water	85,636	31,070	69,205	97,991	22,817	13,659	320,378
Well water	—	1,639,152	—	—	—	—	1,639,152
Industrial water	124,302	—	416,444	—	199,879	—	740,625
Total water consumption	209,938	1,670,222	485,649	97,991	222,696	13,659	2,700,155
Wastewater	192,561	598,247	371,101	51,433	146,312	10,670	1,370,324
Total BOD (kg/year)	885	973	886	1,216	30	—	3,990

\* 1: CPMC is an abbreviation for Chugai Pharma Manufacturing Co., Ltd.

\* 2: CMS Suwa is an abbreviation for the Suwa Branch of Chugai Research Institute for Medical Science, Inc.