Eisai

hhc
human health care



Eisai EMEA

Net Zero Report

FY25

Executive Summary

This document presents the greenhouse gas (GHG) emissions inventory and Net Zero progress of Eisai Europe Limited (hereafter referred to as “Eisai EMEA”) for FY25. Eisai Europe Limited is a wholly owned subsidiary of Eisai Co., Ltd (ECL), a company registered in Japan, and operates as the parent company’s Europe, Middle East and Africa (EMEA) Office, with subsidiary companies across the region, operating under Eisai Europe Limited.

Data was collected from affiliates across the EMEA region and independently reviewed and processed to calculate emissions in accordance with the GHG Protocol. The resulting inventory provides a detailed understanding of emissions sources across the organisation and supports the development of targeted reduction strategies and Net Zero pathways at both regional and local affiliate level.

In FY25, Eisai EMEA reported total market-based emissions of 15,779 tCO_2e, representing a 13% reduction compared with the FY22 baseline year and a reduction of approximately 2,437 tCO_2e compared with FY24. Scope 3 emissions remained the dominant source of emissions, accounting for 88% (13,913 tCO_2e) of the overall footprint, followed by Scope 1 emissions at 11% (1,714 tCO_2e) and Scope 2 emissions at 1% (152 tCO_2e). The remaining emissions relate to the impact of electricity procurement choices and associated market-based accounting adjustments.

The largest source of emissions in FY25 was Scope 3 Category 1: Purchased Goods and Services, which accounted for 43% (6,805 tCO_2e) of total emissions. This was followed by Scope 3 Category 7: Employee Commuting and Homeworking (11%, 1,776 tCO_2e), Scope 3 Category 2: Capital Goods (11%, 1,757 tCO_2e), Scope 1 Transportation (owned and leased vehicles) (10%, 1,601 tCO_2e), Scope 3 Category 6: Business Travel (10%, 1,550 tCO_2e) and Scope 3 Category 3: Fuel and Energy Related Activities (8%, 1,215 tCO_2e). Together, these categories accounted for over 90% of Eisai EMEA’s total reported carbon footprint.

FY25 demonstrated continued progress against Eisai EMEA’s Net Zero strategy. The most significant reductions relative to the FY22 baseline were achieved in Purchased Goods and Services (-16%, -1,279 tCO_2e) and Business Travel (-23%, -476 tCO_2e).

The reduction in business travel was driven largely by lower air travel activity, while reductions in Purchased Goods and Services were influenced by changes in procurement activity and expenditure-based emissions



calculations. These reductions more than offset increases in several categories, including Fuel and Energy Related Activities (+70%, +498 tCO_2e), Employee Commuting (+36%, +475 tCO_2e), Transportation (+15%, 210 tCO_2e) and Capital Goods (+15%, 235 tCO_2e).

Alongside emissions reductions, Eisai EMEA continued to strengthen the quality and robustness of its carbon reporting. During FY25, a supplier engagement programme was launched to obtain supplier-specific emissions and product-level data, supporting a gradual transition away from spend-based methodologies for Purchased Goods and Services and Capital Goods. The programme is also intended to strengthen supplier alignment with Eisai EMEA’s Net Zero ambitions through enhanced collaboration, sustainability assessments and emissions transparency.

Eisai EMEA remains committed to achieving Net Zero emissions by 2045 and continues to implement a comprehensive carbon reduction plan. While significant progress has already been achieved, Eisai EMEA recognises that continued collaboration with employees, suppliers, landlords and other stakeholders will be key to delivering the long-term emissions reductions required to meet Net Zero commitments.

Executive Endorsement

Eisai Europe Limited’s Management Board have reviewed the high-level summary of Eisai Europe’s FY25 Carbon footprint and Net Zero report and are committed to our approved Science based targets and Net Zero targets and plans outlined.

About Us

Eisai is a global leading research-based pharmaceutical company with affiliate operations across the globe in Japan, China, Asia & Latin America, North America, and, EMEA (the UK, Europe, Middle East, Russia & Oceania) and Africa. Eisai EMEA's corporate philosophy is to give first thought to patients and families and increase the benefits that health care provides to them. Under this philosophy, Eisai EMEA endeavours to become a human health care (hhc) company and this hhc principle guides all of our decision making.

Eisai EMEA's (Europe, Middle East, Africa) region principle activities include the manufacturing, marketing and distribution of pharmaceutical products via it's EMEA operating companies (commercial offices across the region) and conducting pharmaceutical research and clinical development. Eisai EMEA Affiliates are operating companies registered in the respective countries within the Eisai EMEA region.

The region covers many markets including Australia, Austria, Belgium, Czech Republic/ Slovakia, France, Germany, Israel, Italy, Netherlands, New Zealand, Nordics (including Denmark, Finland, Sweden, & Norway), Portugal, Russia, Saudi Arabia, Spain, Switzerland, United Kingdom and Republic of Ireland.

Eisai EMEA has been strengthening our ESG initiatives over recent years, and includes reducing the burden on the global environment (environmental), improving access to medicine (social), and ensuring fairness and transparency of management (governance).

Eisai EMEA positions these efforts as being consistent with the Sustainable Development Goals (SDGs) advocated by the United Nations which aim to bring attention to and alleviate the major issues facing humanity. Eisai has chosen 10 SDG's to align with our hhc focus.

Figure 1: Eisai EMEA's Global SDG Focus Goals





Eisai EMEA Commitment to Net Zero

Eisai EMEA is committed to taking action to reduce our annual Green House Gas (GHG) emissions and achieving Net Zero emissions by 2045, five years earlier than the UK Government's and the EU's Net Zero target. EISAI EMEA aim to reduce our carbon intensity year on year and will achieve:

62% reduction in Scope 1 and 2 emissions by 2032

41% reduction in Scope 3 emissions by 2032

83% reduction in Scope 1 and 2 emissions by 2040

73% reduction in Scope 3 emissions by 2040

90% reduction in Scope 1, 2 and 3 emissions by 2045, offsetting any residual emissions via high-quality nature-based or direct air capture projects and becoming Net Zero by 2045

To achieve these goals, Eisai EMEA has taken the following actions:

1. Appointed an external specialist carbon consultancy to collate and verify data, calculate GHG emissions and help advise on carbon reduction options.
2. Set the base year April 2022 – March 2023, also referred to as FY22.
3. Calculated our annual carbon footprint in line with the GHG protocol for FY25 including the following Scopes and categories:

Scope 1

i. Stationary combustion (gas consumed)
ii. Transport (owned and leased ICE vehicles)
iii. Refrigerants

Scope 2

i. Electricity – both from premises and electric vehicles
ii. Heat & steam

Scope 3

Selected categories from the below based on materiality:

i. Category 1: Purchased goods and services
ii. Category 3: Fuel and energy-related activities (not included in Scope 1 & 2)
iii. Category 4: Upstream transportation and distribution
iv. Category 5: Waste
v. Category 6: Business travel
vi. Category 7: Employee commuting (including homeworking)
vii. Category 9: Downstream transportation and distribution
viii. Category 12: End-of-life treatment of sold products

4. Created a carbon reduction plan for each relevant Scope and category.
5. Established a Net Zero target and committed to updating the carbon footprint annually.

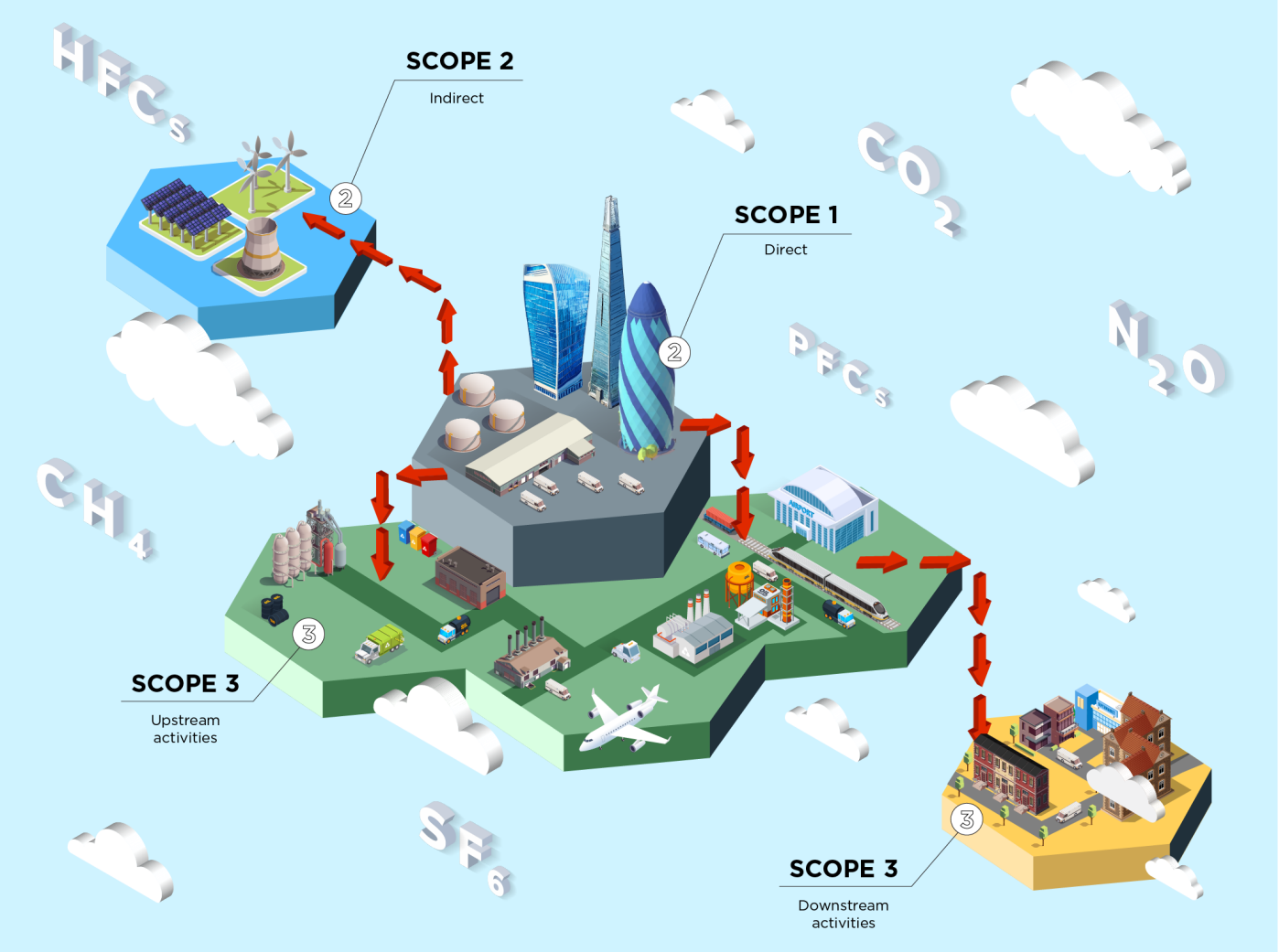


Figure 2. Sources of Greenhouse gas emissions by Scope and Category. Source: GHG Protocol

Emissions Footprint for FY25 (April 2025 – March 2026)

This report follows on from our preceding carbon inventories – baseline year FY22. The baseline year is a record of the greenhouse gases that were produced in a financial year prior to the introduction of any strategies to reduce emissions. It provides a breakdown of our carbon emissions from which our emissions reduction pathway has been created, with target reductions provided for each scope and category.

This report contains Eisai EMEA's FY25 results as shown below. Comparisons with our baseline year FY22 and FY25 results follow.

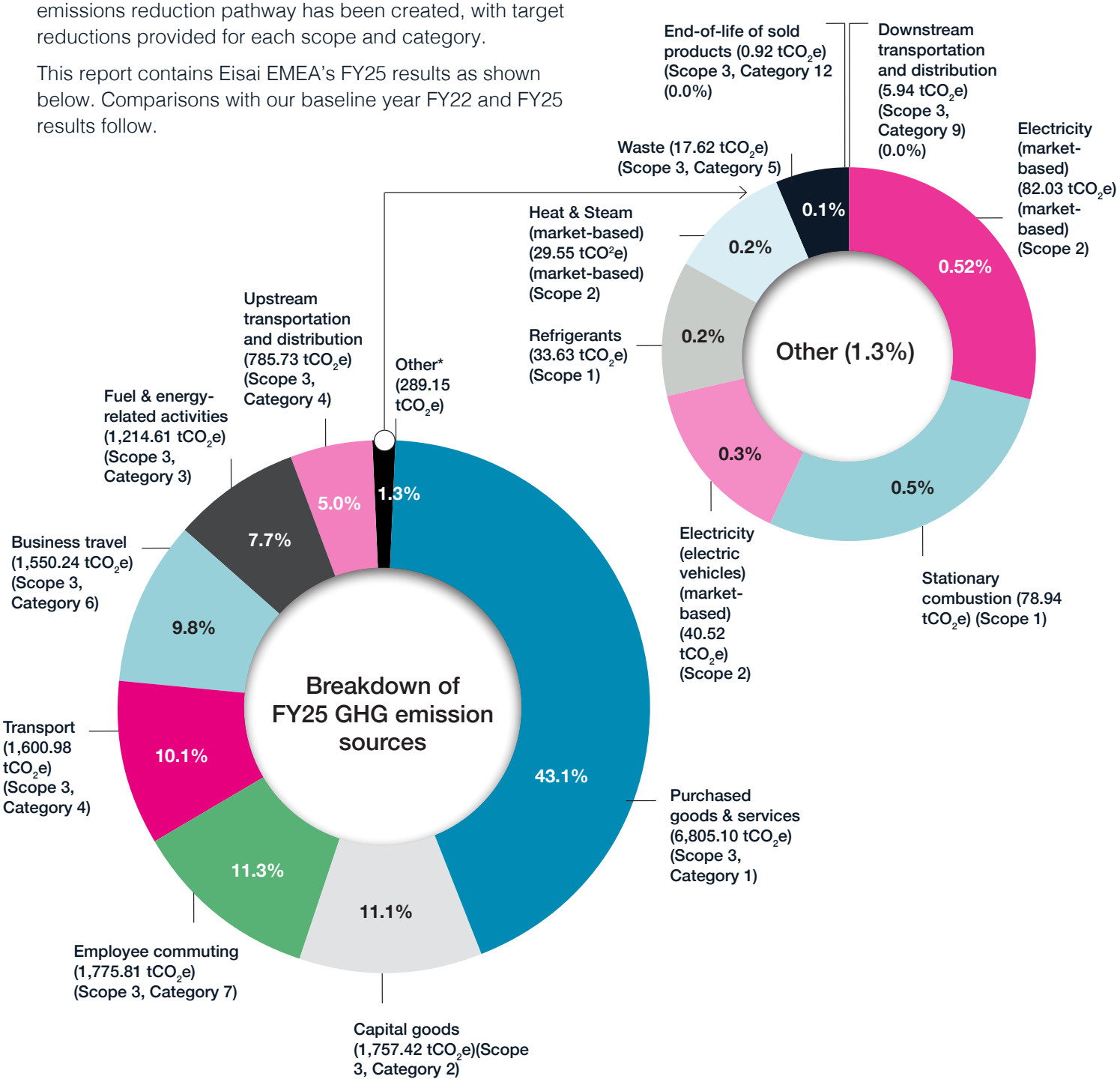


Figure 3. Pie charts displaying Eisai EMEA FY25 tCO_2e emissions, split by category. In the main pie chart, all categories with emissions totalling less than 1.3% of Eisai EMEA total FY25 emissions have been aggregated into an 'Other' category, which has been broken into categories in the other pie chart to provide a more granular breakdown of emissions by category.

Below is an itemised breakdown showing emissions (tCO_2e) by each Scope and category from FY2022 baseline calculation and FY25 emissions calculations.

Table 1: Eisai EMEA FY25 CO_2e Inventory compared to FY22 and FY24

Scope/Category	Item	Total tCO_2e FY22	Total tCO_2e FY24	Total tCO_2e FY25	% change from base year FY22
Scope 1					
Stationary combustion	Gas consumed	2,060.69	45.06	78.94	-96%
Transportation	Owned and leased vehicles	1,390.94	1,690.52*	1,600.98	15%
Refrigerants	HVACs	131.56	81.34	33.63	-74%
Scope 2					
Electricity (Location-based)[1]	Purchased electricity, for own use (grid average)	1,618.57	1,667.37	1,440.66	-11%
Electricity (Market-based)[2]	Purchased electricity, for own use (specific contract)	32.96	67.11	82.03	149%
Electricity (electric vehicles) (location-based)	Purchased electricity for vehicle use (grid average)	-	33.02	48.46	-
Electricity (electric vehicles) (market-based)	Purchased electricity for vehicle use (specific contract)	-	-	40.52	-
Heat & Steam (location-based)	Purchased heat and steam (district heating system), for own use (grid average)	-	66.46	40.85	-
Heat & Steam (market-based)	Purchased heat and steam (district heating system), for own use (specific contract)	-	-	29.55	-
Scope 3					
Category 1: Purchased goods & services	Goods and services	8,084.50	7,833.86	6,805.10	-16%
Category 2: Capital goods	CapEx expenditure	1,522.35	1,605.01	1,757.42	15%
Category 3: Fuel & energy-related activities	WTT[3] & T&D losses[4] from electricity, stationary combustion of fuels and transport	716.51	1,233.15	1,214.61	70%
Category 4: Upstream transportation and distribution	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW[5]	745.54	1,351.87	785.73	5%
Category 5: Waste	Waste disposal from operations	32.33	19.36	17.62	-45%
Category 6: Business travel	Land and air travel and hotel stays for business purposes WTW	2,026.29	2,405.78	1,550.25	-23%
Category 7: Employee commuting & homeworking	Employees commuting to and back from work WTW. Employees working from home	1,301.14	1,753.58	1,775.81	36%
Category 9: Downstream transportation and distribution	Emissions from products stored in hospitals and/or pharmacies	16.32	16.98	5.94	-64%
Category 12: End-of-life treatment of sold products	Predicted treatment of waste resulting from goods sold at the end of their expected lifetime	1.55	13.26	0.92	-41%
Total Gross Emissions (Location-based)		**19,648.29**	**19,816.62**	**17,156.90**	**-13%**
Less emissions avoided by procurement of renewable electricity		-1,585.61	-1,616.34	-1,379.85	-13%
Additional emissions generated from the procurement of non-renewable electricity		-	16.09	1.97	-
Total Gross Emissions (Market-based)		**18,062.69**	**18,216.37**	**15,779.02**	**-13%**
Total Net Emissions		**18,062.69**	**18,216.37**	**15,779.02**	**-13%**

*Scope 1 Transport has been updated for FY24 after clarification of input data.

[1] Location-based represents emissions from electricity consumption based on grid average emissions

[2] Market-based represents emissions from electricity consumption based on specific energy contracts

[3] WTT – Well-to-tank emissions. Emissions associated with the extraction, refinement, and transport of fuels before consumption

[4] T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network

[5] WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels

Emissions Reduction Targets

In setting Net Zero targets and developing a Net Zero roadmap in FY22, we assessed the CO_2e reduction potential of each scope and category. This assessment considered the degree of control we have over the activity, operational considerations (e.g. fleet replacement cycles, availability of green energy tariffs by geography, available waste disposal methods), and wider politico-economic factors. The reduction pathway is science-based and aligned to the Paris Agreement's commitment of limiting global warming to 1.5°C above pre-industrial levels.

To continue our progress to achieving Net Zero, we mapped out and planned a number of positive actions to achieve the following SBTi validated carbon reduction targets:

62%
Reduction in Scope 1 and 2 emissions by 2032

41%
Reduction in Scope 3 emissions by 2032

83%
Reduction in Scope 1 and 2 emissions by 2040

73%
Reduction in Scope 3 emissions by 2040

90%
Reduction in Scope 1, 2 and 3 emissions by 2045, offsetting any residual emissions via high-quality nature-based or direct air capture projects and becoming Net Zero by 2045

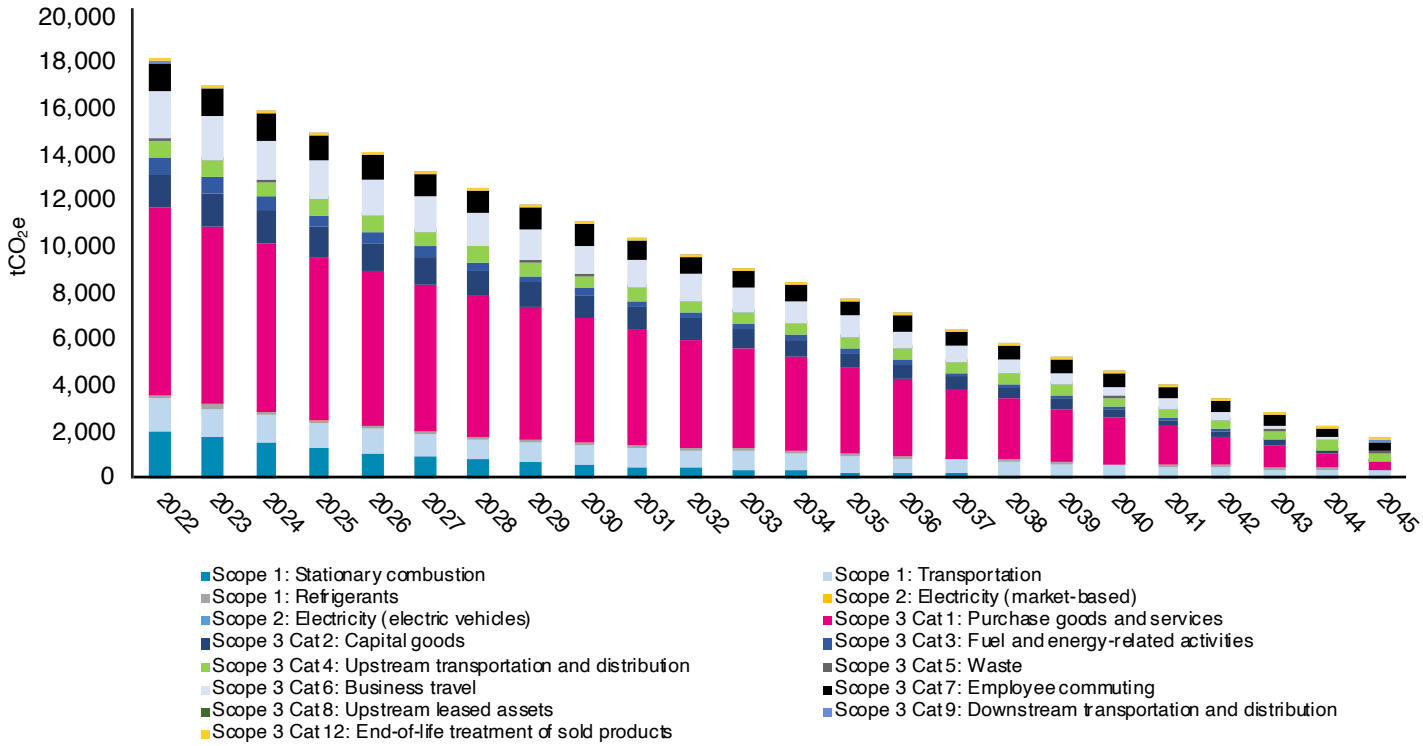


Figure 4. Eisai EMEA Net Zero glidepath - roadmap to achieve Net Zero (-90% tCO_2e by 2045 against the FY22 base year)

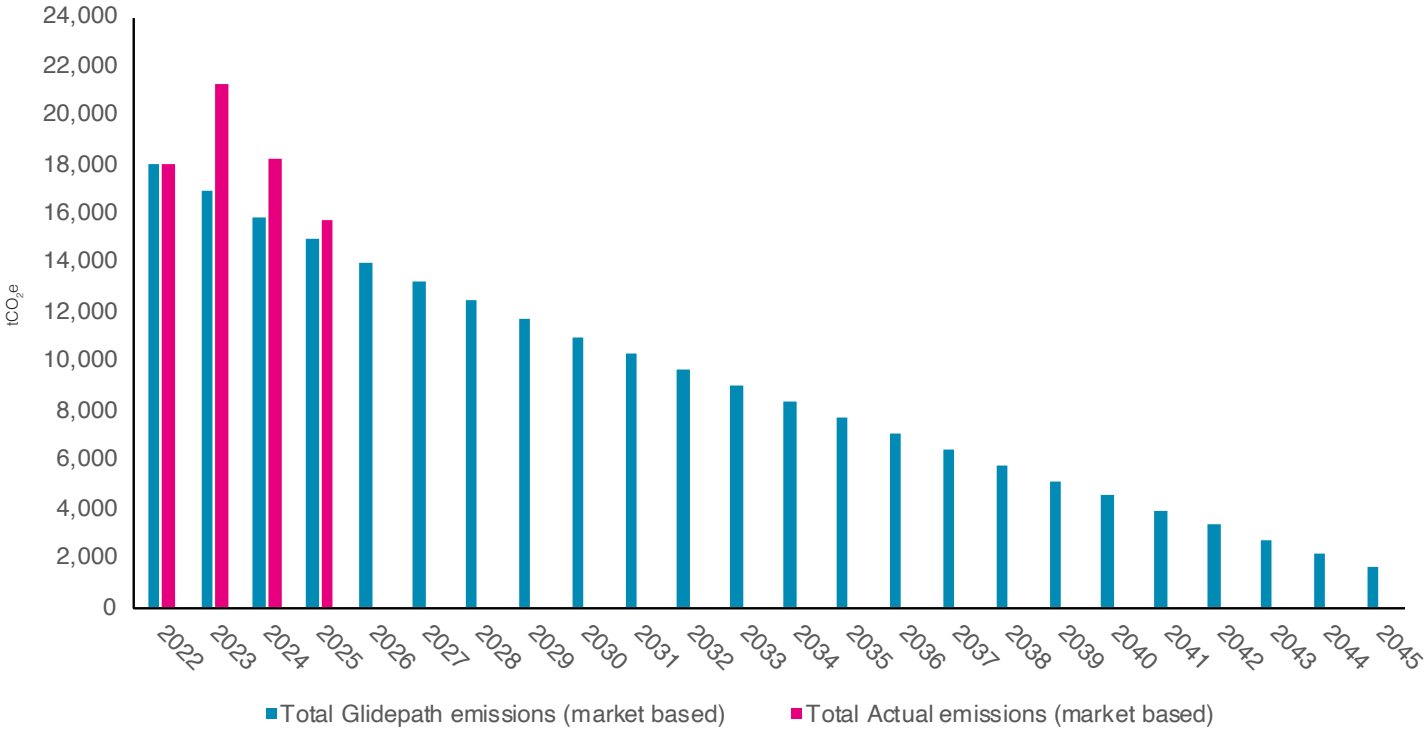


Figure 5. Eisai EMEA progress against the original Net Zero glidepath – blue is estimated based on the reduction projections modelled in the original glidepath, pink is the actual reported emissions

Figure 5 demonstrates that Eisai EMEA has made meaningful progress towards realigning its emissions performance with the original Net Zero reduction pathway. As shown in Figure 5, Eisai EMEA's reported emissions are moving closer to the emissions trajectory required to achieve its FY2045 Net Zero target. The reduction recorded in FY2025 represents a positive step towards the original glidepath and reflects continued progress in reducing emissions across the organisation and its value chain. Maintaining this momentum through the delivery of planned decarbonisation initiatives will be critical to ensuring long-term alignment with the Net Zero roadmap.

Reducing our direct greenhouse gas emissions remains our highest priority, underpinned by targeted action plans and dedicated investment. A significant proportion of our overall carbon footprint, however, arises from Scope 3 emissions generated throughout our value chain. While these emissions are outside our direct operational control, Eisai EMEA are committed to influencing positive change by working closely with our suppliers. Through our procurement processes and supplier engagement, we will encourage the adoption of lower-carbon practices and integrate sustainability considerations into purchasing decisions to help reduce emissions across our supply chain.

Intensity Metrics and Reduction Targets

To complement our reporting of absolute greenhouse gas emissions, Eisai EMEA monitor a set of intensity metrics that reflect emissions relative to key business drivers. Emissions per employee, emissions per square meter and emissions per £ million of turnover provide valuable insight into the efficiency of our operations and help us evaluate decarbonisation progress while accounting for changes in the scale of our business.

Table 2. Eisai EMEA GHG Emissions Intensity Metrics FY22, FY23, FY24 & FY25

Market-based	FY22	FY23	FY24	FY25	% Change FY25 vs. FY22
tCO_2e per sqm	0.55	0.87	0.72	0.62	-13%
tCO_2e per employee	15.91	14.84	12.43	11.88	-25%
tCO_2e per million £ turnover	29.10	36.86	31.64	27.88	-4%

Summary of changes in emissions from FY22 to FY25

This year FY25, Eisai EMEA has seen continued shifts in emissions trends with an overall 13% reduction in emissions compared to base year FY22 and previous year FY24. While emissions increased in several categories, most notably Fuel and Energy Related Activities, Employee Commuting, Transportation and Capital Goods, these increases were more than offset by significant reductions in Purchased Goods and Services and Business Travel, which together remain the organisation's largest Scope 3 emissions sources.

Building on previous improvements in data collection, Eisai EMEA has commenced a supplier engagement programme to enhance the quality of Scope 3 emissions data. The programme seeks to obtain supplier-specific emissions information by transitioning to activity-based data, enabling the organisation to reduce its reliance on spend-based calculations for Purchased Goods and Services and Capital Goods and improve the overall accuracy of its carbon footprint.

As Eisai EMEA progresses towards its Net Zero ambitions, the organisation continues to focus on two complementary objectives: reducing emissions across its operations and value chain, and strengthening the quality, robustness and transparency of its emissions reporting. The key movements in emissions during FY25, including the principal categories driving increases and decreases relative to the base year, are summarised below. The measures being implemented to support continued emissions reductions are detailed later in this report as part of the emissions reduction plan.

Categories with increasing emissions:

The most significant emission increases from the base year occurred across the following categories:

Scope 3: Fuel and Energy-Related Activities (8% of total emissions, 70% increase, +498 tCO_2e):
Emissions from Fuel and Energy-Related increased by approximately 70% compared with the FY22 base year, rising from 716.5 tCO_2e to 1,214.6 tCO_2e. This category is directly linked to Scope 1 and Scope 2 energy consumption and includes well-to-tank (WTT) emissions associated with fuel use, as well as transmission and distribution losses from purchased electricity. The increase relative to the base year is primarily driven by changes in the organisation's energy profile, including higher upstream emissions associated with electricity consumption (market-based) and transport fuel use across Eisai EMEA's reporting boundary. While Category 3 emissions remain elevated relative to the base year, they remained broadly stable compared with FY24, decreasing slightly by 2% during the current reporting year.

Scope 3: Employee Commuting (11% of total emissions, 36% increase, +475 tCO_2e):
This increase is primarily associated with changes in employee commuting patterns compared with the base year, including a greater reliance on private vehicle travel across parts of Eisai EMEA. However, emissions remained broadly stable compared with FY24, increasing by only 1% (+22 tCO_2e), indicating that employee commuting behaviour has largely stabilised in recent years.

Scope 1: Transportation (owned and leased vehicles) (10% of total emissions, 15% increase, +210 tCO_2e):
Transport emissions increased 15% from base year to FY25. Transportation remains the most significant source of direct emissions, accounting for approximately 93% of total Scope 1 emissions. However, compared with FY24, emissions decreased by 5% (-90 tCO_2e), reflecting reductions across the company vehicle fleet. As emissions in this category are calculated using both fuel consumption and vehicle mileage data, the year-on-year decrease indicates lower overall fuel consumption and increase in electric vehicles (kWh). While progress has been achieved, the fleet continues to dominate Eisai EMEA Scope 1 footprint, highlighting that the continued transition to lower-emission and fully electric vehicles remain the most significant opportunity for reducing direct operational emissions.

Scope 3: Capital Goods (11% of total emissions, 15% increase, +235 tCO_2e):
Capital Goods remains an investment-led emissions source rather than an operational one. While emissions increased by 15% compared to base year, this was driven by increased expenditure on assets that support business growth. Consequently, short-term movements in this category should be interpreted in the context of capital investment cycles rather than underlying carbon, with future reductions likely to be achieved through our sustainable procurement practices and engagement with suppliers of capital equipment and infrastructure.

Other categories with notable increases:

Scope 2 Electricity (market-based) (1% of total emissions, 149% increase, +49 tCO_2e):
Although Electricity (market-based) emissions increased by 149% from FY22 and despite representing only 1% of total emissions, the overall footprint remained relatively low at 82 tCO_2e. Maintaining and expanding renewable electricity coverage across EMEA affiliates will be important to minimising Scope 2 emissions going forward.

Scope 3: Upstream Transportation & Distribution (5% of total emissions, 5% increase, +40 tCO_2e):
Upstream Transportation & Distribution emissions increased 5% from the base year. A year-on-year comparison shows emissions decreased by 42% between FY24 and FY25, primarily due to a reduction in freight transport activity measured in tonne.km. The most significant reduction occurred in France, where strategic business decisions of one-time product transitions at this affiliate resulted in a substantial decrease in transport-related emissions. Additional reductions in the UK further contributed to the overall improvement in this category.

Categories with decreasing emissions:

While some emission categories experienced year-on-year increases, strong performance in other areas delivered an overall reduction of 13% relative to the base year. The most significant reductions were realised in the following categories:

Scope 3 Purchased Goods & Services (43% of total emissions, -16% decrease, -1,279 tCO_2e):
Emissions associated with Purchased Goods and Services decreased -16% from base year. As the largest emissions category within Eisai EMEA's footprint, emissions are primarily calculated using a spend-based methodology and are therefore influenced by a range of factors including procurement spend, supplier pricing, purchasing patterns, exchange rates, inflation adjustments and the emissions factors applied to expenditure categories. As a result, year-on-year changes in this category do not necessarily represent a direct change in physical consumption, but rather reflect changes in purchasing activity and the emissions factors incorporated within the calculation methodology.

Scope 3 Business Travel (10% of total emissions, -23% decrease, -476 tCO_2e):
Emissions from Business travel decreased -23% compared to base year. Air travel remains the dominant source of business travel emissions, representing around 70% of Category 6 emissions in FY25 compared to 84% in FY24, indicating that reductions were supported by lower flight activity. The FY25 result outperformed the reduction rate assumed within the Net Zero glidepath for thisfinancial year, demonstrating that travel management will be a key lever to achieving emissions reduction targets across Eisai EMEA.

Carbon Emissions Reduction Plan

As a responsible business, Eisai EMEA have for many years had a focus on the environment and reducing our carbon emissions. To drive this to the next level, Eisai EMEA engaged the services of Sustainable Advantage to advise on global best practices on carbon reduction.

Eisai EMEA have a detailed carbon emissions reduction plan, the key actions, ideas and initiatives, of which are summarised below:

SCOPE 1: Stationary combustion (gas consumed)

This is a relatively low impact area, but within our control to reduce emissions. Our UK site has already replaced the consumption of natural gas with biofuel across its premises in FY24, it is recommended that this is replicated across other EMEA affiliate leased sites that currently consume natural gas, by liasing with landlords to encourage the transition to renewable gas consumption. Stationary combustion emissions increased by 33.9 tCO_2e (+75%) compared with FY24. The increase was concentrated within the UK site, which accounted for virtually all of the year-on-year rise, while emissions from other countries remained largely unchanged. The increase was due to the reported diesel consumption in FY25 compared to FY24.

- Increase the proportion of renewable gas used across our operations, by liaising with landlords to reduce dependence on conventional natural gas over time for affiliate lease sites.
- Where practical, transition away from gas-fired heating by replacing boilers with lower-carbon electric heating solutions, such as air source heat pumps, infrared heating panels and electric storage heaters.
- Monitor developments in low-carbon heating technologies and assess opportunities to adopt emerging solutions, including hydrogen-ready or hydrogen-powered systems, where practical.
- Improve the thermal efficiency of our UK site by enhancing insulation and other fabric improvements to minimise heating demand.
- Working with landlords to undertake energy assessments to identify energy efficiency measures and capital investment opportunities that will reduce gas use.

SCOPE 1: Transportation (owned and leased ICE vehicles)

This is the fourth largest source of emissions (10.1% of total emissions) and therefore a priority area for reduction. Scope 1 transport emissions decreased from 1,691 tCO_2e in FY24 to 1,601 tCO_2e in FY25, representing a 5.3% reduction. The decrease was primarily driven by lower fuel consumption and an increase in adoption of EV and hybrid's across the Eisai EMEA vehicle fleet, particularly within the Netherlands, France and Germany. Eisai EMEA is keen to keep improving our options for decarbonising activity related to our vehicle fleet. Eisai EMEA will aim to:

- Continue to phase out diesel and petrol-owned and leased vehicles to electric vehicles (EV) where practical.
- Undertake regular assessment of the fleet to ensure least efficient vehicles are removed as a priority.
- Where moving to EV's is not practical switch to hybrid vehicles.
- Continue to ensure EV's are charged using green electricity sources where possible including encouraging landlords to install charging points at our affiliate leased sites which are supplied with green electricity contracts.

SCOPE 1: Refrigerants

This is a low impact area for us (0.2% of total emissions), and Eisai EMEA have limited control over this emission activity. As the majority of Eisai EMEA's offices are leased, direct control over HVAC infrastructure is often limited. Therefore, engagement with landlords will remain important to encourage the adoption of lower-carbon cooling technologies, improved refrigerant management practices and future low-GWP solutions as they become commercially available. Eisai EMEA will endeavour to reduce our impact where possible:

- Minimise refrigerant emissions by maintaining system reliability, implementing routine inspection and maintenance programmes, and considering the installation of refrigerant leak detection systems where appropriate.
- Ensure refrigerants are recovered, handled and disposed of responsibly during servicing, equipment upgrades and end-of-life decommissioning, in accordance with relevant regulations and best practice.
- Where practical use refrigerants with zero ozone depletion potential (ODP) and lower global warming potential (GWP) when replacing or installing equipment.
- When replacing HVAC equipment, where practical select high-efficiency systems that utilise low-impact refrigerants and are designed to minimise the risk of refrigerant leakage.
- Encourage landlords at our affiliate leased sites to review leak tightness of their buildings, undertake correct end-of-life treatment, substitute refrigerants with lower GWP potential.

SCOPE 2: Electricity, Heat & Steam

Across our operations, we have a mix of renewable and non-renewable energy tariffs, with majority of our electricity consumption across EMEA affiliates and UK site using green tariffs whilst the rest use brown. In FY25 7,591,135 kWh was under green tariffs compared to 184,279 kWh under brown tariffs. Eisai EMEA will liaise with landlords to encourage them to move all affiliate leased sites to certified 'Green' electricity over the next few years. We will endeavour to reduce our electricity consumption via the following:

- Procure renewable electricity across all affiliate leased sites wherever available and ensure energy procurement meets the GHG Protocol Scope 2 Quality Criteria through verified REGOs, Guarantees of Origin or equivalent certification schemes.
- Promote energy-conscious behaviours through targeted awareness campaigns, training and communications that encourage employees to reduce unnecessary electricity consumption.
- Incorporate energy efficiency considerations into affiliate site operations, maintenance programmes and refurbishment projects where practical, prioritising technologies that reduce energy demand and improve operational performance.
- Undertake periodic energy assessments to identify operational improvements and capital investment opportunities that support long-term reductions in electricity consumption.
- Establish a network of local sustainability champions to drive engagement, share best practice and support the implementation of energy-saving initiatives across the organisation.
- Strengthen monitoring of energy performance through regular review of consumption trends and the identification of opportunities for continuous improvement.
- Work collaboratively with landlords, facilities providers and site owners to increase access to renewable electricity and support investment in low-carbon building infrastructure.
- Engage with heat & steam suppliers to provide specific fuel mix.
- Evaluate the feasibility of on-site renewable energy generation technologies, such as solar photovoltaic systems, where technically and commercially viable, and practical.

SCOPE 3 Category 1 & 2: Purchased goods and services and capital goods

These are the largest source of emissions in FY25 and therefore a key priority action area. Purchased goods and services & capital goods was 54% of our total emissions. As these emissions occur primarily within the supply chain, meaningful reductions will depend on both supplier action and ongoing collaboration across the value chain.

To support this, Eisai EMEA has launched a supplier engagement programme aimed at improving the quality of emissions data and strengthening supplier alignment with the organisation's Net Zero ambitions. Through this programme, Eisai EMEA will:

- Engage with key suppliers to improve understanding of their greenhouse gas emissions, including Scope 1, Scope 2 and relevant Scope 3 emissions.
- Encourage suppliers to develop carbon reduction strategies, set science-based emissions reduction targets where appropriate, and align with Net Zero objectives.
- Increase the use of supplier-specific emissions data and product-level information to improve the accuracy of Scope 3 calculations and reduce reliance on spend-based methodologies.
- Collaborate with suppliers to identify opportunities to reduce emissions associated with products, materials and services purchased by Eisai EMEA.
- Consider environmental performance alongside other procurement criteria when selecting and retaining suppliers, where practical and commercially appropriate.
- Explore opportunities to obtain product lifecycle and environmental impact information to support more informed procurement decisions.
- Encourage the adoption of sustainable product design, lower-carbon materials and resource-efficient manufacturing practices throughout the supply chain.

SCOPE 3 Category 4: Upstream transportation and distribution

This is a moderate impact area compared to other emissions sources (5% of total emissions). The substantial reduction in Category 4 emissions was largely driven in a drop tonne.km for our French affiliate, where tonne.km dropped from 2,783,019 in FY24 to 822,044 in FY25, due to strategic business decisions of one-time product transitions at this affiliate. Eisai EMEA recognises the importance of reducing emissions associated with the transportation and distribution of products across its supply chain. Eisai EMEA will continue to work with logistics providers and distribution partners to identify opportunities to improve transport efficiency, optimise freight movements and reduce emissions across the network. Further improvements can be made to the emissions calculations by moving away from a distance based methodology to supplier specific activity-based data. As lower-carbon transport solutions become more widely available, including alternative fuels and emerging vehicle technologies, Eisai EMEA will liaise with its transportation and distribution suppliers to assess opportunities to incorporate these into its logistics operations to support ongoing emissions reductions.

SCOPE 3 Category 5: Waste

Although this is a relatively low impact area compared to other emissions sources, due to wider environmental considerations of waste, Eisai EMEA will focus on reducing emissions from waste.

We already follow the waste hierarchy where a preference is given to:

- Prevent the generation of waste, where possible.
- Reduce the waste generated, where possible.
- Re-using & recycling, where possible.
- Residual general waste to be incinerated to limit the volume of waste that goes to landfill.

SCOPE 3 Category 6: Business travel

Business travel remains an important enabler of collaboration and business operations across Eisai EMEA; however, it is also a key area where employees can directly influence the organisation's carbon footprint. Eisai EMEA will endeavour to reduce its emissions from business travel through the following methods:

- Continue to promote the use of digital collaboration tools, including Microsoft Teams to reduce the need for travel and enable effective remote engagement where appropriate.
- Prioritise lower-carbon modes of transport wherever practical, including favouring rail over air travel and selecting public transport options where feasible.
- Work collaboratively with travel management providers and strategic travel partners to identify and implement opportunities that support Eisai EMEA's Net Zero ambitions.
- Support the transition to lower-emission vehicles by encouraging the adoption of electric vehicles and reviewing opportunities to expand charging infrastructure across the estate where practical.
- Enhance the quality and granularity of business travel data by increasing the use of activity-based travel information, enabling more accurate emissions calculations.
- Regularly review travel patterns and emissions trends to identify opportunities to reduce travel demand while maintaining business effectiveness.
- Raise employee awareness of the environmental impact of travel choices and encourage consideration of carbon impacts when planning business travel.

SCOPE 3 Category 7: Employee commuting & homeworking

This is another emission hotspot for us (11% of total emissions) and therefore should be prioritised for emissions reduction. Eisai EMEA recognise that we cannot directly influence what modes of travel our employees use, we need to do all we can to encourage them to join us on our sustainable journey. We will endeavour to achieve this by:

- Continue to expand employee commuting surveys across the EMEA region to improve understanding of commuting patterns, travel modes and opportunities for emissions reduction.
- Use survey results to identify affiliate-specific initiatives that support lower-carbon commuting options and inform future emissions reduction activities.
- Putting in place initiatives that promote low emissions commuting, including:
  - Cycle-to-work schemes
  - Electric vehicle salary sacrifice schemes
  - Encouraging carpool arrangements
  - Providing information on public transport alternatives
  - Installing EV charge points at our office location
  - Subsidising the cost of EV charging at office locations

Employee homeworking was not a large source of CO2e emissions in FY25 and Eisai EMEA recognise that we have limited control over the consumption of fuel and energy in employee working from home environments. As such, we will focus on continuing to promote awareness of employee energy consumption and efficiency measures.

- Continue to raise awareness of energy efficiency measures that can reduce the environmental impact of homeworking.
- Encourage employees to consider renewable electricity tariffs where available and practical.
- Explore opportunities to collect more detailed homeworking data, including energy use and other relevant environmental indicators, to improve the accuracy of future emissions calculations.

- Promote good practice guidance to support lower-carbon homeworking, including:
  - Improving visibility of household energy consumption through smart meters and energy monitoring tools
  - Reducing unnecessary energy use from lighting, heating and electrical equipment
  - Adopting waste reduction and recycling practices within the home environment
  - Encouraging efficient use of resources to minimise the environmental impact of remote working



SCOPE 3 Category 9: Downstream transportation and distribution

Eisai EMEA will engage with pharmacies and hospitals to improve understanding of the emissions associated with this category and encourage greater transparency in carbon reporting. Through ongoing collaboration, Eisai EMEA will seek opportunities to support the adoption of renewable energy, share best practice and contribute to the decarbonisation of the wider healthcare value chain.



SCOPE 3 Category 12: End-of-life treatment of sold products

Eisai EMEA is committed to reducing the environmental impact of product packaging throughout its lifecycle. Eisai EMEA will continue to optimise packaging design to minimise material use, increase the proportion of recyclable materials where feasible, and identify opportunities to improve end-of-life recovery and recycling outcomes for packaging associated with our products.

Conclusion

Eisai EMEA has built on its existing FY22, FY23 and FY24 carbon emissions reduction plans in FY25, delivering a 13% reduction in total emissions against the FY22 baseline and a further reduction of approximately 2,437 tCO_2e compared with FY24. This progress was driven primarily by continued reductions in Purchased Goods and Services and Business Travel, which more than offset increases in Fuel and Energy Related Activities, Employee Commuting, Transportation and Capital Goods. Eisai EMEA will continue to calculate its carbon footprint annually each year and track how it is performing against its SBTi-validated targets, adjusting plans and methods where necessary to ensure it remains on track to meet its Net Zero target.

Alongside these reductions, Eisai EMEA has continued to strengthen the integrity of its carbon reporting, including the launch of a supplier engagement programme to obtain supplier-specific emissions and product-level data. This will support a gradual transition away from spend-based methodologies for Purchased Goods and Services and Capital Goods, and will continue to be a focus area for continuous improvement in data gathering methods and calculation accuracy in future reporting years.

Eisai EMEA will continue to do all it can to minimise its emissions and do its part to minimise the negative effects of climate change on the planet.

Appendix 1

Net Zero Calculation Boundaries

When calculating carbon emissions, the GHG Protocol Corporate Accounting and Reporting Standard states that a company must set its organisational boundaries.[6] This can be done either by an “Equity Share” or “Control” approach. The Equity Share approach reflects a company’s economic interests and percentage ownership of companies or subsidiaries to assign GHG emissions. The Control approach can follow two routes and defines the boundary by looking at either how much Financial or Operational Control a company has.

To fully cover all our operations and subsidiaries, we have selected the Operational Control method when setting our organisational boundary which will cover 100 percent of the GHG emissions over which it has operational control.

The Operational boundary will include all three Scopes as outlined by the GHG Protocol. Our emissions are reported in tCO_2e and have been calculated utilising the following formula:

Source emissions data x conversion factor* = total source emissions
Source unit x (tCO_2e/unit) = tCO_2e

* Conversion factors are primarily derived from the latest:
- UK Government GHG conversion factors for Company Reporting
- DESNZ (Department for Energy Security & Net Zero)
- EPA’s Environmentally extended input-output (EEIO) tables



[6] https://ghgprotocol.org/corporate-standard

Appendix 2

Methodology

Inclusions in FY 2025 inventory:

Scope 1

Sources included in the inventory are onsite (or "stationary") combustion, refrigerants and mobile fuel combustion from leased and owned vehicles.

- Stationary combustion: primary fuel combustion quantity data provided (kWh, litres).
- Transport: a mix of litres and milage data provided by affiliates, split by car and engine type.
- Fugitive (refrigerants): The UK site provided primary data (kg's) for refrigerant gases. All other affiliate sites refrigerants were estimated.

Scope 2

Purchased electricity (including for EV's) and heat and steam were the identified Scope 2 emission sources for FY25's inventory. However, per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies:

- Location-based method reflecting the average emissions intensity of grids on which energy consumption occurs.
- A market-based method reflecting emissions from the electricity that we have purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers as well as the residual mix of energy purchased via non-renewable tariffs based on the reported residual mix of relevant national grids.

Scope 3

Category 1: Purchased goods and services – Includes all upstream (i.e., cradle-to-gate) emissions from the production of goods and services purchased or acquired by us in the reporting year.

- Eisai EMEA have used a spend-based approach to quantify emissions from the purchasing of goods and services in FY25.

Category 2: Capital Goods – Includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by us in the reporting year.

- Eisai EMEA have used a spend-based approach to quantify emissions from the purchasing of capital goods in FY25.

Category 3: Fuel & energy-related activities – Relates to transmission and distribution losses, and the well-to-tank emissions for all fuels consumed as a result of our operations:

- Well-to-tank emissions account for all the emissions related to the extraction, production, and shipping of fuels excluding only the direct combustion of the fuel. (e.g., fuel consumed by our owned or leased vehicles).
- Transmission losses account for all the energy that is lost between the electricity production in the powerplant and when it is used (e.g., resistance in power lines).

Category 4: Upstream transportation and distribution – Includes all emissions from the freighting and storage of goods, paid for by us.

- Eisai EMEA have used the distance-based method, which provides increased accuracy in reporting for Eisai EMEA, given that many of Eisai EMEA's shipments require only part of the available space in a vehicle/ vessel, not the whole space as assumed by alternative and less accurate calculation methodologies.

Category 5: Waste – Includes emissions from third-party disposal and treatment of waste generated in our owned or controlled operations in the reporting year.

- Eisai EMEA have utilised the 'waste–type-specific' method, which involves using emission factors for specific waste types and waste treatment methods.

Category 6: Business travel – Includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars. This also includes emissions resulting from hotel stays and subsistence resulting from business-related trips.

- Eisai EMEA have used the distance-based method, which involves determining the distance and mode of business trips, and then applying the appropriate emission factor for the mode used where possible. Where not possible, we have used a spend-based approach to estimate distance travelled by mode.
- Eisai EMEA have used the number of nights stayed in hotels to calculate the emissions where available.
- Eisai EMEA have used spend to estimate emissions from subsistence (events and food) activity.

Category 7: Employee commuting & homeworking – Includes emissions from the transportation of employees between their homes and our offices. Emissions from employee commuting may arise from car, bus, train, or cab travel. We have also included energy consumption and waste production which occur from employees working from home in this category.

- In the UK and Australia primary data was collected from the employee commuting survey.
- In the rest of EMEA the average-data method was used, involving estimating emissions from employee commuting and working from home emissions based on average (e.g., national) data on commuting patterns.
- In future years the plan is to supplement the above EMEA affiliates with employee travel surveys which collect data from employees on commuting patterns (e.g., distance travelled, and mode used for commuting) and apply the appropriate emission factors for the modes used using the distance-based method.

Category 9: Downstream transportation & distribution – Includes emissions from products stored in hospitals and/or pharmacies we sold by in FY25.

Eisai EMEA have calculated this category by using the average annual volume of products sold in the financial year that were stored in hospitals and pharmacies. The associated emissions are based on the energy used to maintain appropriate storage conditions within these facilities.

Category 12: End-of-life treatment of sold products – Includes emissions from the disposal of goods we sold by in FY25.

- Eisai EMEA have used the type and weight of goods sold in FY25. Waste has been separated based on packaging and disposal stream.

Non-material category exclusions for FY 2025 emissions:

Scope 3 Category 8: Upstream leased assets is excluded from FY 2025 inventory as no assets are leased.

Scope 3 Category 10: Processing of sold products is excluded from FY 2025 inventory as sold products are consumed.

Scope 3 Category 11: Use of sold products is excluded from the FY 2025 inventory as sold products are consumed.

Scope 3 Category 13: Downstream leased assets is excluded from FY 2025 inventory, as any assets that are leased to other companies are operated in Eisai EMEA's facilities, and as such, the energy consumption is covered in the Scope 1 and 2 emissions.

Scope 3 Category 14: Franchises is excluded from FY 2025 inventory, as we do not operate franchises.

Scope 3 Category 15: Investments is excluded from FY 2025 inventory, as we do not have any investments whereby, we provide capital or offer financing as a service.

Appendix 3

Re-baselined figures

There was no re-baselining of the FY22 figures in FY25, but a minor change has been made to the last year of reporting (FY24) due to corrections to clarification of input data.

The full updated footprint for FY24 can be found in EISAI EMEA FY22 to FY25 tCO_2e Breakdown.

Updated Scopes / Categories can be found in the following table:

Table 3 FY24 re-calculated emissions

Scope/Category	Affiliate	Reason for change	FY24 emissions	FY23 re-calculated emissions tCO_2e	Change between original FY23 and re-calculated FY23 emissions tCO_2e	% Change between original FY23 and re-calculated FY23 emissions	% Overall change in context of original FY23 footprint
Scope 1							
Transport	Germany	Updated due to activity data error	364.57	314.74	49.83	14.7%	-0.3%

Appendix 4

EISAI EMEA FY22 to FY25 tCO_2e Breakdown

Table 4. EISAI EMEA FY22 to FY25 tCO_2e Breakdown

Scope / Category	FY22 Total tCO_2e	FY23 Total tCO_2e	FY24 Total tCO_2e	FY25 Total tCO_2e
Scope 1				
Stationary combustion (gas consumed)	2,060.69	2,002.80	45.06	78.94
Transport (owned and leased ICE vehicles)	1,390.94	1,959.09	1,690.52	1,600.98
Refrigerants	131.56	80.65	81.34	33.63
Scope 2				
Electricity (location-based)	1,618.57	1,716.35	1,667.37	1,440.66
Electricity (market-based)	32.96	32.96	67.11	82.03
Electricity for EV's (market-based)	-	36.01	33.02	40.52
Heat and steam (market-based)	-	-	66.46	29.55
Scope 3				
Category 1: Purchased goods and services	8,084.50	9,312.97	7,833.86	6,805.10
Category 2: Capital goods	1,522.35	903.78	1,605.01	1,757.42
Category 3: Fuel and energy related activities	716.51	865.93	1,233.15	1,214.61
Category 4: Upstream transportation & distribution	745.54	701.36	1,351.87	785.73
Category 5: Waste generated in operations	32.33	23.43	19.36	17.62
Category 6: Business travel	2,026.29	3,591.58	2,405.78	1,550.24
Category 7: Employee commuting	1,301.14	1,755.41	1,753.58	1,775.81
Category 9: Downstream transportation & distribution	16.32	3.61	16.98	5.94
Category 12: End-of-life treatment of sold products	1.55	0.67	13.26	0.92
Total Gross Emissions (Location-based)	**19,648.30**	**22,953.65**	**19,818.62**	**17,156.90**
Less emissions avoided by procurement of renewable electricity	-1,585.61	-1,616.34	-1,379.85	-13%
Additional emissions generated from the procurement of non-renewable electricity	-	16.09	1.97	-
Total Gross Emissions (Market-based)	**18,062.69**	**21,270.26**	**18,216.37**	**15,779.02**

Eisai EMEA FY25 tCO_2e by Affiliate and Scope & Category

Table 5 Eisai EMEA FY25 tCO_2e by Affiliate and Scope & Category

Scope/Category	UK	Australia	Austria	Belgium	Czech Republic	Denmark	Finland	France	Germany	Israel	Italy	Ireland	Netherlands	New Zealand	Norway	Portugal	Russia	Saudi Arabia	Slovakia	Spain	Sweden	Switzerland	Eisai EMEA Total tCO_2e
Scope 1																							
Stationary combustion	42.66	11.73	-	5.82	2.25	-	-	-	-	-	-	-	4.65	-	-	-	4.44	-	-	-	-	7.38	78.94
Transportation	22.96	48.77	56.27	22.35	49.90	-	-	214.95	435.59	9.72	294.91	-	33.77	-	-	53.15	119.64	-	-	129.85	71.56	37.59	1,600.98
Refrigerants	12.08	1.09	0.99	0.54	0.21	-	-	2.99	4.02	0.98	2.26	-	0.43	-	-	0.53	1.82	1.50	-	2.61	0.88	0.69	33.63
Scope 2																							
Electricity (Location-based)	1,284.30	18.15	2.44	0.41	2.74	-	-	2.25	38.71	15.11	3.87	-	3.16	-	-	3.05	23.41	34.69	-	7.66	0.27	0.46	1,440.66
Electricity Market-based)[5]	-	-	-	-	3.05	-	-	0.49	-	15.11	-	-	4.81	-	-	-	23.41	34.69	-	-	-	0.46	82.03
Electricity (Electric Vehicles) (location-based)	8.08	-	1.00	3.70	0.10	-	-	0.65	26.19	0.18	-	0.36	3.06	-	-	0.72	-	-	-	-	4.40	0.02	48.46
Electricity (Electric Vehicles) (market-based)	0.13	-	1.00	3.70	0.10	-	-	0.65	26.19	0.18	-	0.36	3.06	-	-	0.72	-	-	-	-	4.40	0.02	40.52
Heat and steam) (location-based)	-	-	4.98	-	-	-	-	-	20.15	-	11.30	-	-	-	-	-	-	-	-	-	4.42	-	40.85
Heat and steam (market-based)	-	-	4.98	-	-	-	-	-	20.15	-	-	-	-	-	-	-	-	-	-	-	4.42	-	29.55
Scope 3																							
Cat 1: Purchased goods & services	4,700.48	60.74	74.03	44.99	22.47	9.18	8.80	422.09	351.17	34.68	264.06	-	32.92	4.08	10.41	54.80	124.15	59.52	3.70	245.55	231.74	45.53	6,805.10
Cat 2: Capital goods	1,747.67	0.02	-	-	-	-	-	0.07	1.84	0.71	-	-	-	-	-	1.34	-	5.77	-	-	-	-	1,757.42
Cat 3: Fuel & energy-related activities	721.59	20.14	17.19	8.71	13.47	-	-	57.27	146.63	5.90	76.26	0.14	11.97	-	-	14.41	42.62	10.89	-	34.58	22.00	10.84	1,214.61
Category 4: Upstream transportation and distribution	694.24	2.17	0.15	0.09	0.30	0.24	0.63	56.90	3.01	0.06	2.42	0.14	0.12	0.08	0.14	0.42	3.86	13.60	0.05	6.44	0.56	0.12	785.73
Category 5: Waste	4.98	0.09	0.40	0.34	0.18	-	-	0.19	3.32	0.61	1.66	-	0.22	-	-	0.33	1.88	0.63	-	1.66	0.63	0.49	17.62
Category 6: Business travel	618.96	107.21	15.06	3.38	7.12	5.70	11.86	75.16	49.92	4.92	61.47	0.36	3.56	0.46	7.20	3.95	252.61	138.51	2.05	154.56	15.27	10.97	1,550.24
Category 7: Employee commuting & homeworking	927.45	11.10	21.78	14.52	9.68	-	-	181.49	179.07	29.04	89.53	-	12.10	-	-	16.94	99.21	33.88	-	89.53	33.88	26.62	1,775.81
Category 9: Downstream transportation and distribution	0.09	0.11	0.01	0.01	0.03	0.01	0.03	3.50	0.13	0.02	0.13	0.02	0.03	0.01	0.01	0.03	0.21	1.19	0.02	0.29	0.01	0.03	5.94
Category 12: End-of-life treatment of sold products	0.05	0.03	0.01	0.01	0.01	-	0.01	0.07	0.06	0.01	0.05	0.01	0.01	-	-	0.01	0.09	0.36	0.01	0.09	0.01	0.01	0.92
Total Gross emissions (Market-based)	**9,493.34**	**263.21**	**191.88**	**104.46**	**108.77**	**15.14**	**21.33**	**1,015.80**	**1,221.10**	**101.94**	**792.77**	**1.04**	**107.65**	**4.62**	**17.76**	**146.64**	**673.94**	**300.52**	**5.82**	**665.18**	**385.36**	**140.75**	**15,779.02**

London Office:
Waterloo House,
207 Waterloo Road,
London, SE1 8XD

Paris Office:
6 rue du Général Foy, 75008 Paris

info@sustainable-advantage.com
sustainable-advantage.com
0203 544 2030