



2019 Corporate Responsibility Report Performance Data

Employees and Communities

Workforce Statistics		2016	2017	2018
Workforce		7,297	7,656	8,735
Gender	Male	3,387	3,611	4,151
	Female	3,910	4,045	4,584
Region	Americas	4,274	4,566	5,831
	Europe	2,393	2,507	2,336
	Asia	330	194	152
	Japan	300	389	416
Type	Full-Time	7,132	7,496	8,591
	Part-Time	165	160	144
Hires		1,143	1,364	2,399
	Americas	527	771	2,030
	Europe	411	436	290
	Asia	116	45	15
	Japan	89	112	64
Turnovers		997	997	1,096
	Americas	556	480	739
	Europe	318	313	293
	Asia	100	182	37
	Japan	23	22	27

Global Safety Metrics	2016	2017	2018
Injury & Illness Rate	0.44	0.35	0.44
Lost Day Case Rate	0.15	0.10	0.11
Occupational Disease Rate	0.00	0.00	0.00
Fatalities	0.00	0.00	0.00

Environment

Total Energy Consumption and Energy Intensity (GJ)	2016	2017	2018
Total Energy Consumption	766,045	773,890	828,585
Consumption per Employee	154	156	153
Consumption per Square Foot of Facility Area	0.237	0.232	0.244

Renewable Electricity Purchasing (MWh)	2016	2017	2018
Absolute Quantity	71,630	74,966	78,809
Per Square Foot of Facility Area	0.02218	0.02254	0.02323

Direct GHG Emissions (metric tons CO ₂ e)	2016	2017	2018	
Total Scope 1 Emissions	18,718	22,222	24,016	
Total Scope 2 Emissions	13,361	10,169	10,480	
Total Scope 1 and 2 GHG Emissions	32,079	32,391	34,496	
Emission Intensity Ratios (metric tons CO ₂ e per unit)	Employee Headcount*	6.51	6.51	6.36
	Facility Area (sq. ft.)	0.01	0.01	0.01
	Company Revenue (x10 ⁻⁶)	2.86	2.49	2.26

*Employee headcount intensity ratio is based on both employee and contractor populations.

Other Indirect GHG Emissions (metric tons CO ₂ e)	2016	2017	2018
From Waste			
Solid Waste Incineration	927	790	933
Solid Waste Landfill	517	463	394
Total	1,444	1,253	1,327
From Employee Commuting			
Passenger Cars	15,671	16,313	17,831
Light-Duty Trucks	3,515	3,579	3,010
Motorcycles	36	44	34
Commuter Rail	635	766	794
Bus	24	28	27
Total	19,881	20,730	21,696
From Business Travel			
Airline Short-Haul	24	27	37
Airline Medium-Haul	1,198	1,251	1,479
Airline Long-Haul	9,897	10,779	12,057
Total	11,119	12,057	13,573
Transmission and Distribution Losses	N/A	2,178	2,139
Total	32,444	36,218	38,735

Regulated Waste (metric tons)*	2016	2017	2018
Regulated Waste (United States)	309	392	545
Regulated Waste (Rest of the World)	N/A	710	795

*Combined Regulated Waste is the sum of all hazardous waste: chemical, universal, radioactive, and biological waste streams.

*Increase in U.S. Regulated Waste is in part due to Celgene's activities related to biologic programs.

*For 2017, Celgene reported regulated waste metrics for its major sites outside the U.S. for the first time.

Solid Waste and Recycling (tons)	1,372	1,198	1,301
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Water Withdrawal by Source (m³)*	2016	2017	2018
Municipal Water Suppliers and Utilities	512,355	480,456	491,998
Rainwater Consumption	2,187	1,121	-
External Wastewater	19,590	15,832	10,586
Total Water Withdrawal	534,132	497,409	502,584

*Some withdrawal quantities are based on estimates from the U.S. EPA and AQUASTAT data for average water withdrawal rate per person per day.

Water Discharge (m³)	2016	2017	2018
Sanitary Wastewater	428,460	343,959	403,640

Business with Integrity

Percent of Suppliers in the Small Business Administration Program (U.S., 2017)

Hub Zone	1%
Women Owned	13%
Small Business	73%
Veteran Owned	5%
Service-disabled Veteran Owned	1%
Small Disadvantaged Business	7%