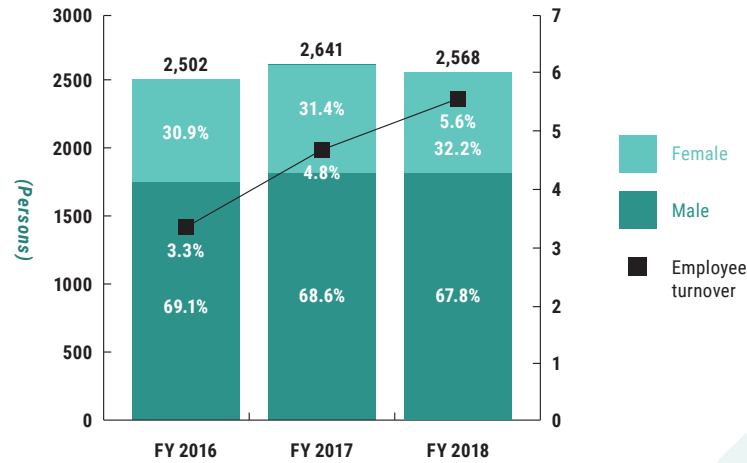


# Society

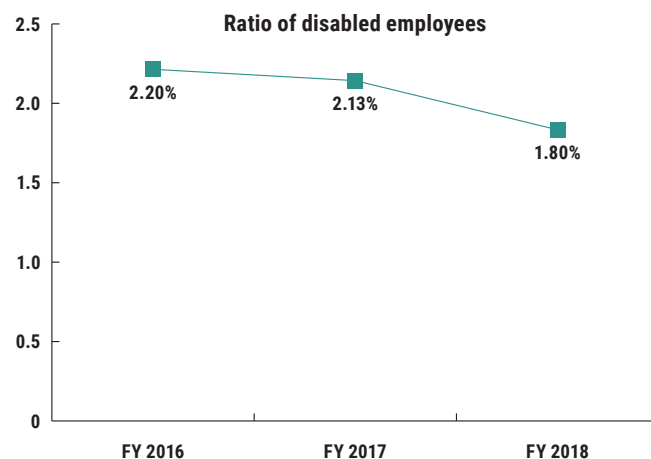
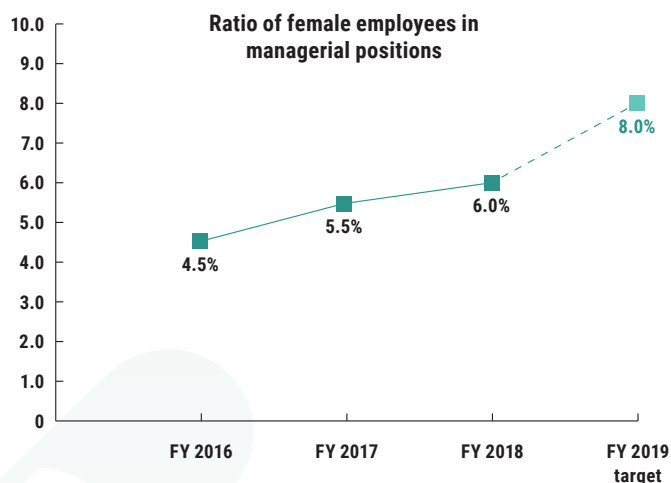
## Status of Employees(Japan Only)



Items	Remarks	Units	FY 2016	FY 2017	FY 2018
<b>Number of Employees</b>	Consolidated (including USL)	Persons	–	3,252	3,131
<b>Average number of temporary employees</b>	Consolidated (including USL)	Persons	582	466	438
<b>Number of Employees</b>	Consolidated (Japan only)	Persons	2,502	2,641	2,568
Manufacturing	Consolidated (Japan only)	Persons	1,612	1,749	1,687
R&D	Consolidated (Japan only)	Persons	230	246	257
Administration, Sales	Consolidated (Japan only)	Persons	660	646	624
Male	Consolidated (Japan only)	Persons	1,729	1,811	1,740
Female	Consolidated (Japan only)	Persons	773	830	828
Male (Ratio)	Consolidated (Japan only)	%	69.1	68.6	67.8
Female (Ratio)	Consolidated (Japan only)	%	30.9	31.4	32.2
<b>Number of MRs</b>	Consolidated (Japan only)	Persons	500	479	436
<b>Number of persons with pharmacist qualifications</b>	Consolidated (Japan only)	Persons	250	270	268
<b>Mean age</b>		Age	36.9	36.7	37.2
Male		Age	36.7	36.6	37.1
Female		Age	37.3	36.8	37.3
<b>Average length of service</b>		Years	6.3	6.6	7.3
Male		Years	6.3	6.7	7.4
Female		Persons	6.2	6.4	7.0
<b>Number of recruits</b>		Persons	1,040	294	141

Hiring of new graduates	Persons	99	101	73
(of which) Male	Persons	69	54	42
(of which) Female	Persons	30	47	31
New employees transferred from other company, etc.	Persons	987	193	29
(of which) Male	Persons	619	136	20
(of which) Female	Persons	368	57	9
<b>Employee turnover</b>	%	3.3	4.8	5.6
<b>Retention of new graduates (at the time after 3 years of employment)</b>	%	98.5	93.1	95.2
<b>Salary and benefit</b>	Million yen	5,388	5,335	5,303
<b>Ratio of employees covered by the collective agreements</b>	%	90.3	90.3	90.3
<b>Unionization rate (Sawai Pharmaceutical Workers Union)</b>	%	72.6	65.7	75.5

## Diversity Promotion



Items	Remarks	Units	FY 2016	FY 2017	FY 2018
<b>Number of foreign national employees</b>		Persons	10	12	8
<b>Number of female employees in managerial positions</b>		Persons	11	14	15
<b>Ratio of female employees in managerial positions</b>	Target ratio of female employees in managerial positions: 8% and above by the end of March 2020	%	4.5	5.5	6.0
<b>Ratio of disabled employees</b>	Target: To maintain the level over the statutory employment ratio of disabled employees.	%	2.20	2.13	1.80

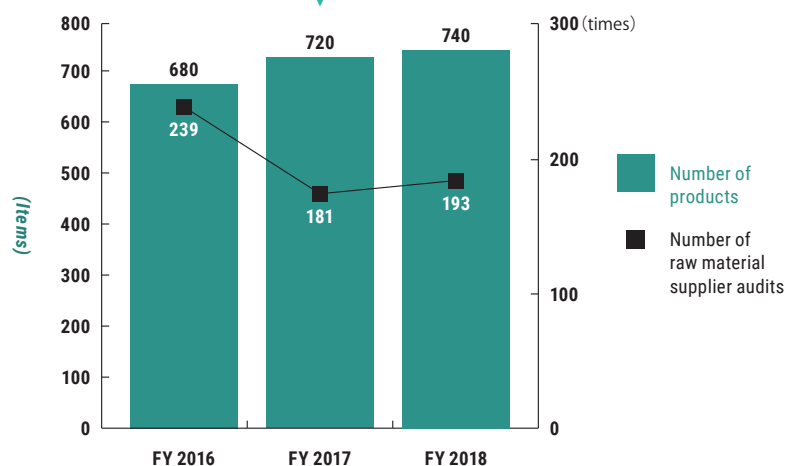
## Work Environment

Items	Remarks	Units	FY 2016	FY 2017	FY 2018
<b>Paid leave utilization rate</b>	Eligible Persons: Union members Terms : From 1st Jan.to 31st Dec.	%	64.4	68.5	74.6
<b>Return rate from maternity leave</b>		%	100	95.7	92.0
<b>Number of employees who take family-care leave</b>		Persons	0	2	0
<b>Frequency rate of occupational injuries</b>		%	1.18	0.26	0.00

## Employee Growth

Items	Remarks	Units	FY 2016	FY 2017	FY 2018
<b>Number of employee-training</b>	Within responsibility of HR department	Times	30	23	22
<b>Number of employee-training</b>	Within responsibility of HR department	Persons	660	579	654
<b>Employee training expenses</b>	Within responsibility of HR department	Million yen	105	86	50
<b>Pass rate of MR certification test</b>		%	100	100	100

## Products / Stable Supply



Items	Remarks	Units	FY 2016	FY 2017	FY 2018
<b>Number of products</b>		Items	680	720	740
<b>Number of new products launched</b>	X ingredients and X items	Items	11 ingredients and 18 items	17 ingredients and 43 items	14 ingredients and 33 items
<b>Number of patents owned</b>		Items	23	26	31
<b>Number of patents pending</b>		Cases	34	32	34
<b>Number of raw material supplier audits</b>		Times	239	181	193
<b>Number of inquiries to drug information center</b>		Cases	35,400	36,600	44,800

<b>Number of out of stock products</b>		Items	1	2	6
<b>Product recall (Class I)</b>		Cases	0	0	0
<b>Product recall (Class II)</b>		Cases	1	1	5
<b>Product recall (Class III)</b>		Cases	0	0	0

## Promotion of Communication

Items	Remarks	Units	FY 2016	FY 2017	FY 2018
<b>Dialogue with institutional investors and analysts</b>	Total	Times	261	194	157
<b>Communication with Mass Media</b>	Interview, brief session, etc.	Times	34	50	37
<b>Factory tours</b>		Times	170	158	166
<b>Expenditures for social contribution activities</b>		Million yen	123	42	76

