

Employment and Human Resources Data

■ Basic employee data

● Number of employees (People)

	FY2014	FY2015	FY2016
Santen Group	3,230	3,463	3,667
Santen Pharmaceutical Co., Ltd.	1,899	1,891	1,844
Male	1,470	1,445	1,420
Female	429	446	424

● Average Length of service (Santen Pharmaceutical Co., Ltd.) (Years)

	FY2014	FY2015	FY2016
Santen Pharmaceutical Co., Ltd.	16.2	16.2	15.6
Male	16.5	16.7	15.9
Female	14.9	14.9	14.2

● Average age of employees (Santen Pharmaceutical Co., Ltd.) (Years)

	FY2014	FY2015	FY2016
Santen Pharmaceutical Co., Ltd.	42.0	42.3	42.0
Male	42.6	42.9	42.5
Female	40.4	40.7	40.6

● Employee turnover (Santen Pharmaceutical Co., Ltd.)

(People)

		FY2014	FY2015	FY2016
Total	Number of turnover	—	107	63
	Turnover rate	—	5.6%	3.4%
	Number of voluntary turnover	—	43	63
	Voluntary turnover rate	—	2.3%	3.4%
Male	Number of turnover	—	92	42
	Turnover rate	—	6.4%	3.0%
	Number of voluntary turnover	—	32	42
	Voluntary turnover rate	—	2.2%	3.0%
Female	Number of turnover	—	15	21
	Turnover rate	—	3.4%	5.0%
	Number of voluntary turnover	—	11	21
	Voluntary turnover rate	—	2.5%	5.0%

● Average remuneration (Santen Pharmaceutical Co., Ltd.) (Thousand yen)

	FY2014	FY2015	FY2016
	7,945	8,091	8,125

■ Diversity

● Number of employees in each region (Santen Group) (People)

	FY2014	FY2015	FY2016
Japan	1,923	1,915	1,975
U.S.	162	175	213
EMEA*	588	660	669
Asia	557	713	810
Santen Group	3,230	3,463	3,667

*EMEA: Europe, the Middle East and Africa

● Ratio of female in the total employee (Santen Pharmaceutical Co., Ltd.)

	FY2014	FY2015	FY2016
	22.6%	23.6%	23.0%

● Ratio of female in the management (Santen Pharmaceutical Co., Ltd.)

	FY2014	FY2015	FY2016
Management	8.2%	9.9%	10.2%
Executive	0.0%	5.3%	4.3%

● Employment of people with disabilities (Santen Group in Japan*) (People)

	June 2015	June 2016	June 2017
Number of people with disabilities	40	40	44
Rate of people with disabilities	2.07%	2.05%	2.19%

*Santen Group in Japan: Santen Pharmaceutical Co., Ltd. and consolidated subsidiaries in Japan

■ **Work-life balance**

● Number of users of childcare and nursing care systems (Santen Group in Japan)

(People)

		FY2014	FY2015	FY2016
Special (paid) holiday	Pre- and post-childbirth holidays	17	18	25
	Nursing care holiday for a preschool child	7	5	11
	Nursing care holiday for an elderly or disabled family	2	2	2
Childcare leave system	Childcare leave (Female)	18	16	37
	Childcare leave (Male)	3	0	0
	Return to work rate	100%	100%	100%
Short working-hour system for childcare	Short working hours for childcare	6	8	27
Nursing-care leave system	Nursing-care leave	1	0	1
	Short working hours for nursing care	0	0	0
Annual paid holiday reserve system*	Nursing care holiday for a family member	63	73	81
	(childcare)	30	41	42
	Childcare holiday for a child of elementary school age or younger	40	36	44

● Childcare and nursing care systems

		Description
Special (paid) holiday	Pre- and post-childbirth holidays	Pre-childbirth: Six weeks (14 weeks in the case of multiple pregnancy) before and including the childbirth date. Post-childbirth: Eight weeks from the following day of the childbirth date.
	Nursing care holiday for a preschool child	If an employee needs to provide nursing care for a child before the age of admittance to elementary school, he/she can take leave of up to 10 days a year.
	Nursing care holiday for an elderly or disabled family	If an employee needs to provide nursing care for a family member certified for long-term care or need of support, he/she can take leave of up to 10 days a year.
Childcare leave system	Childcare leave	This system allows employees to take leave until their child reaches the age of one year and six months, or the age of two years if there are certain special circumstances.
Short working-hour system for childcare	Short working hours for childcare	This system allows employees raising a child in the third grade of elementary school or younger to reduce their working hours by 30 minutes, one hour or two hours.
Nursing-care leave system	Nursing-care leave	If an employee needs to provide nursing care for a family member certified for long-term care, this system allows him/her to take leave or reduce his/her working hours by a unit of 30 minutes within the limit of two hours, for a total of 186 days for one family member.
	Short working hours for nursing care	
Annual paid holiday reserve system*	Nursing care holiday for a family member	If an employee needs to take leave to provide nursing care for his/her spouse, child or parent, this system allows him/her to use his/her reserved annual paid holidays.
	Childcare holiday for a child of elementary school age or younger	If an employee needs to take leave to look after a child of elementary school age or younger (on the occasion of a school even, medical examination, vaccination, etc.), this system allows him/her to use reserved annual paid holidays.

● Annual paid leave (Santen Group in Japan) (Days)

	FY2014	FY2015	FY2016
Days granted	18.3	17.4	18.1
Days taken	11.1	10.8	10.5
Percentage of days taken	60.9%	62.2%	57.9%

● Volunteer leave (Santen Group in Japan) (People)

	FY2014	FY2015	FY2016
Number of people	11	12	11

● Average overtime work per month (Santen Group in Japan)
(hours/month by person)

	FY2014	FY2015	FY2016
	—	14.5	14.7

■ Occupational health and safety

● Industrial accidents in each region

		FY2014	FY2015	FY2016
All Operational Sites (Japan)	Number of accidents *1	0	3	2
	Frequency rate *2	0.00	0.80	0.57
	Severity rate *3	0.000	0.036	0.002
Suzhou Plant (China)	Number of accidents	0	0	0
	Frequency rate	0.00	0.00	0.00
	Severity rate	0.000	0.000	0.000
Tampere Plant (Finland)	Number of accidents	3	2	6
	Frequency rate	6.37	4.04	12.30
	Severity rate	0.039	0.032	0.164

*1 Number of accidents: In Japan and China denotes the number of accidents resulting in employees being absent from work for any length of time. In Finland, it denotes the number of accidents resulting in employees being absent from work for three or more days.

*2 Frequency rate: Number of casualties causing industrial accidents per million aggregate actual working hours; it denotes the frequency of accidents

*3 Severity rate: Number of lost working days per 1,000 aggregate actual working hours; it denotes the level of severity of accidents.