

## Employment and Human Resources Data 2021

### ■ Basic employee data

#### ● Number of employees (Persons)

		FY2016	FY2017	FY2018	FY2019	FY2020
Consolidated	Total	3,667	3,805	4,073	4,108	4,229
	Non-consolidated					
Non-consolidated	Total	1,844	1,799	1,812	1,840	1,872
	Male	1,420	1,377	1,389	1,395	1,410
	Female	424	422	423	445	462

#### ● Average length of service (Years)

		FY2016	FY2017	FY2018	FY2019	FY2020
Consolidated	Total	—	—	—	—	10.5
	Male	—	—	—	—	12.5
	Female	—	—	—	—	7.7
Non-consolidated	Total	15.6	15.7	15.4	15.8	16.3
	Male	15.9	16.1	15.9	16.3	16.8
	Female	14.2	14.4	13.8	14.1	14.5

#### ● Average age of employees (Years old)

		FY2016	FY2017	FY2018	FY2019	FY2020
Consolidated	Total	—	—	—	—	41.8
	Male	—	—	—	—	42.9
	Female	—	—	—	—	40.3
Non-consolidated	Total	42.0	42.4	42.7	42.9	43.5
	Male	42.5	42.9	43.3	43.5	44.0
	Female	40.6	40.8	40.7	41.3	41.7

#### ● Number of newly hired employees (Persons)

	Japan	China	Asia	EMEA *	Americas
Total	98	198	59	109	116

\* EMEA: Europe, the Middle East and Africa

#### ● Number of newly hired employees(non-consolidated) (Persons)

		FY2016	FY2017	FY2018	FY2019	FY2020
New-graduate recruits	Total	10	28	20	24	19
	Male	7	16	12	11	10
	Female	3	12	8	13	9
Mid-career recruits	Total	145	68	119	92	77
	Male	104	48	80	64	46
	Female	41	20	39	28	31

#### ● Employee turnover (Persons)

	Japan	China	Asia	EMEA	Americas
Number of turnover	89	185	72	90	58
Turnover rate	4.4%	23.5%	18.5%	13.2%	17.1%

#### ● Employee turnover(non-consolidated) (Persons)

		FY2016	FY2017	FY2018	FY2019	FY2020
Total	Number of turnover	63	59	55	58	55
	Turnover rate	3.4%	3.3%	3.0%	3.2%	2.9%
	Number of voluntary turnover	63	59	55	58	49
	Voluntary turnover	3.4%	3.3%	3.0%	3.2%	2.6%
Male	Number of turnover	42	45	40	43	42
	Turnover rate	3.0%	3.3%	2.9%	3.1%	3.0%
	Number of voluntary turnover	42	45	40	43	39
	Voluntary turnover	3.0%	3.3%	2.9%	3.1%	2.8%
Female	Number of turnover	21	14	15	15	13
	Turnover rate	5.0%	3.3%	3.5%	3.4%	2.8%
	Number of voluntary turnover	21	14	15	15	10
	Voluntary turnover	5.0%	3.3%	3.5%	3.4%	2.2%

※Retirees are excluded

● Reemployment (non-consolidated)

(Persons)

	FY2016	FY2017	FY2018	FY2019	FY2020
Reemployment applicant	—	18	19	15	31
Re-employee	—	18	19	15	29
Reemployment rate	—	100%	100%	100%	94%

● Average remuneration (non-consolidated)

(Thousand yen)

	FY2016	FY2017	FY2018	FY2019	FY2020
	8,125	8,195	8,192	8,288	8,269

■Diversity

●Number of employees in each region (consolidated) (Persons)

	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	1,975	2,015	2,001	1,994	2,004
China	591	652	753	808	790
Asia	219	255	352	382	396
EMEA	669	651	738	667	690
Americas	213	232	229	257	349
Santen Group	3,667	3,805	4,073	4,108	4,229

●Employee population by gender

	FY2016	FY2017	FY2018	FY2019	FY2020
Ratio of female in the total employee (consolidated)	—	—	—	—	42.2%
Ratio of female in the total employee (non-consolidated)	23.0%	23.5%	23.3%	24.2%	24.7%

●Management population by gender

	FY2016	FY2017	FY2018	FY2019	FY2020
Ratio of female in executive	4.5%	4.8%	4.5%	9.1%	12.0%
Ratio of female in the management (consolidated)	—	—	—	—	38.4%
Ratio of female in the management (non-consolidated)	10.2%	10.0%	10.7%	12.6%	12.2%

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

	June 2017	June 2018	June 2019	June 2019	June 2020
Number of people with disabilities	44	45	50	54	59
Rate of people with disabilities	2.19%	2.20%	2.42%	2.62%	2.88%

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

●Number of temporary employees (Persons)

	FY2016	FY2017	FY2018	FY2019	FY2020
Temporary employees	—	—	—	—	990
Temporary employees(Santen Group in Japan *)	—	82	130	112	122
Dispatched employees (Santen Group in Japan)	—	170	163	181	181

\* including the number of assigned employees

■ **Work-life balance**

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

(Persons)

		FY2016	FY2017	FY2018	FY2019	FY2020
Special (paid) holiday	Maternity leave	25	23	21	26	24
	Nursing care holiday for a preschool child	11	12	22	11	6
	Nursing care holiday for an elderly or disabled family	2	4	4	0	3
Childcare leave system	Childcare leave (Female)	37	43	18	40	43
	Childcare leave (Male)	0	3	4	49	77
	Return to work rate	100%	100%	100%	100%	100%
Short working-hour system for childcare	Short working hours for nursing care	27	32	32	31	29
Nursing-care leave system	Nursing care leave	1	0	0	1	1
	Short working hours for nursing care	0	0	0	0	0
Annual paid holiday reserve system	Nursing care holiday for a family member	81	85	75	63	37
	Nursing care holiday for a child (included in above)	42	43	38	39	12
	Childcare holiday for a child of elementary school age or younger	44	56	46	52	37

● **Childcare and nursing care systems**

		Description
Special (paid) holiday	Pre- and post- childbirth holidays	A pregnant woman can take leave from six weeks before childbirth (14 weeks in the case of multiple pregnancy) up to eight weeks after the childbirth date.
	Nursing care holiday for a preschool child	If an employee needs to provide nursing care for a child before the page 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 nursing care	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)

	FY2016	FY2017	FY2018	FY2019	FY2020
Days granted	18.1	18.3	17.9	18.8	18.0
Days taken	10.5	11.1	10.8	15.7	11.7
Percentage of days taken	57.9%	60.5%	60.5%	83.5%	65.4%

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

(Persons)

	FY2016	FY2017	FY2018	FY2019	FY2020
Number of people	11	11	6	4	0

● **Average overtime work per month (Santen Group in Japan)**

(Hours/month by person)

	FY2016	FY2017	FY2018	FY2019	FY2020
	14.7	13.7	11.9	11.2	9.2

■ Occupational and safety

● Occupational accidents in each region

		FY2016	FY2017	FY2018	FY2019	FY2020
All Operational Sites (Japan)	Number of accidents * 1	2	3	1	5	2
	Frequency rate * 2	0.48	0.76	0.24	1.20	0.54
	Severity rate * 3	0.002	0.002	0.005	0.015	0.001
Suzhou Plant (China)	Number of accidents	0	0	0	0	0
	Frequency rate	0.00	0.00	0.00	0.00	0.00
	Severity rate	0.000	0.000	0.000	0.000	0.000
Tampere Plant (Finland) * 4	Number of accidents	6	3	0	1	
	Frequency rate	12.30	6.44	0.00	3.40	
	Severity rate	0.164	0.159	0.000	0.010	

\*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.