

## Employment and Human Resources Data 2018

### ■ Basic employee data

● Number of employees (consolidated) (Persons)

|              | FY2015 | FY2016 | FY2017 |
|--------------|--------|--------|--------|
| Santen Group | 3,463  | 3,667  | 3,805  |

● Number of employees (non-consolidated) (Persons)

|        | FY2015 | FY2016 | FY2017 |
|--------|--------|--------|--------|
| Total  | 1,891  | 1,844  | 1,799  |
| Male   | 1,445  | 1,420  | 1,377  |
| Female | 446    | 424    | 422    |

● Average Length of service (non-consolidated) (Years)

|        | FY2015 | FY2016 | FY2017 |
|--------|--------|--------|--------|
| Total  | 16.2   | 15.6   | 15.7   |
| Male   | 16.7   | 15.9   | 16.1   |
| Female | 14.9   | 14.2   | 14.4   |

● Average age of employees (non-consolidated) (Years old)

|        | FY2015 | FY2016 | FY2017 |
|--------|--------|--------|--------|
| Total  | 42.3   | 42.0   | 42.4   |
| Male   | 42.9   | 42.5   | 42.9   |
| Female | 40.7   | 40.6   | 40.8   |

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

|                       |        | FY2015 | FY2016 | FY2017 |
|-----------------------|--------|--------|--------|--------|
| New-graduate recruits | Total  | 15     | 11     | 28     |
|                       | Male   | 8      | 7      | 15     |
|                       | Female | 7      | 4      | 13     |
| Mid-career recruits   | Total  | 86     | 141    | 68     |
|                       | Male   | 53     | 105    | 49     |
|                       | Female | 33     | 36     | 19     |

● Employee turnover (non-consolidated) (Persons)

|        |                              | FY2015 | FY2016 | FY2017 |
|--------|------------------------------|--------|--------|--------|
| Total  | Number of turnover           | 107    | 63     | 59     |
|        | Turnover rate                | 5.6%   | 3.4%   | 3.3%   |
|        | Number of voluntary turnover | 43     | 63     | 59     |
|        | Voluntary turnover rate      | 2.3%   | 3.4%   | 3.3%   |
| Male   | Number of turnover           | 92     | 42     | 45     |
|        | Turnover rate                | 6.4%   | 3.0%   | 3.3%   |
|        | Number of voluntary turnover | 32     | 42     | 45     |
|        | Voluntary turnover rate      | 2.2%   | 3.0%   | 3.3%   |
| Female | Number of turnover           | 15     | 21     | 14     |
|        | Turnover rate                | 3.4%   | 5.0%   | 3.3%   |
|        | Number of voluntary turnover | 11     | 21     | 14     |
|        | Voluntary turnover rate      | 2.5%   | 5.0%   | 3.3%   |

※Retirees are excluded

## ■ Basic employee data

### ● Number of Reemployment (non-consolidated) (Persons)

|                        | FY2015 | FY2016 | FY2017 |
|------------------------|--------|--------|--------|
| Reemployment applicant | —      | —      | 18     |
| Re-employee            | —      | —      | 18     |
| Reemployment rate      | —      | —      | 100%   |

### ● Average remuneration (non-consolidated) (Thousand yen)

|  | FY2015 | FY2016 | FY2017 |
|--|--------|--------|--------|
|  | 8,091  | 8,125  | 8,195  |

## ■ Diversity

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

|              | FY2015 | FY2016 | FY2017 |
|--------------|--------|--------|--------|
| Japan        | 1,915  | 1,975  | 2,015  |
| U.S.         | 175    | 213    | 232    |
| EMEA *       | 660    | 669    | 651    |
| Asia         | 713    | 810    | 907    |
| Santen Group | 3,463  | 3,667  | 3,805  |

\*EMEA: Europe, the Middle East and Africa

### ● Ratio of female in the total employee (non-consolidated)

|  | FY2015 | FY2016 | FY2017 |
|--|--------|--------|--------|
|  | 23.6%  | 23.0%  | 23.5%  |

### ● Ratio of female in the management (non-consolidated)

|            | FY2015 | FY2016 | FY2017 |
|------------|--------|--------|--------|
| Management | 9.9%   | 10.2%  | 10.0%  |
| Executive  | 5.3%   | 4.5%   | 4.8%   |

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

|                                    | June 2016 | June 2017 | June 2018 |
|------------------------------------|-----------|-----------|-----------|
| Number of people with disabilities | 40        | 44        | 45        |
| Rate of people with disabilities   | 2.05%     | 2.19%     | 2.20%     |

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

### ● Number of employees by age in FY 2017 (non-consolidated) (Persons)

|        | under 30<br>years old | 30-39<br>years old | 40-49<br>years old | 50-59<br>years old | 60 or more<br>years old |
|--------|-----------------------|--------------------|--------------------|--------------------|-------------------------|
| Total  | 169                   | 515                | 690                | 382                | 43                      |
| Male   | 118                   | 388                | 522                | 306                | 43                      |
| Female | 51                    | 127                | 168                | 76                 | 0                       |

### ● Number of temporary employees (Santen Group in Japan\*) (Persons)

|  | FY2015 | FY2016 | FY2017 |
|--|--------|--------|--------|
| Temporary employees                      | —      | —      | 252    |
| Dispatched employees (included in above) | —      | —      | 170    |

■ **Work-life balance**

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

|   |   | FY2015 | FY2016 | FY2017 |
|---|---|--------|--------|--------|
| Special (paid) holiday                  | Pre- and post-childbirth holidays                                 | 18     | 25     | 23     |
|   | Nursing care holiday for a preschool child                        | 5      | 11     | 12     |
|   | Nursing care holiday for an elderly or disabled family            | 2      | 2      | 4      |
| Childcare leave system                  | Childcare leave (Female)  | 16     | 37     | 43     |
|   | Childcare leave (Male)  | 0      | 0      | 3      |
|   | Return to work rate   | 100%   | 100%   | 100%   |
| Short working-hour system for childcare | Short working hours for childcare                                 | 8      | 27     | 32     |
| Nursing-care leave system               | Nursing-care leave  | 0      | 1      | 0      |
|   | Short working hours for nursing care                              | 0      | 0      | 0      |
| Annual paid holiday reserve system      | Nursing care holiday for a family member                          | 73     | 81     | 85     |
|   | Nursing care holiday for a child (included in above)              | 41     | 42     | 43     |
|   | Childcare holiday for a child of elementary school age or younger | 36     | 44     | 56     |

● **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 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 event, medical examination, vaccination, etc.), this system allows him/her to use reserved annual paid holidays.                                    |

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

|                          | FY2015 | FY2016 | FY2017 |
|--------------------------|--------|--------|--------|
| Days granted             | 17.4   | 18.1   | 18.3   |
| Days taken               | 10.8   | 10.5   | 11.1   |
| Percentage of days taken | 62.2%  | 57.9%  | 60.5%  |

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

|                  | FY2015 | FY2016 | FY2017 |
|------------------|--------|--------|--------|
| Number of people | 12     | 11     | 11     |

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

|  | FY2015 | FY2016 | FY2017 |
|--|--------|--------|--------|
|  | 14.5   | 14.7   | 13.7   |

■ Occupational health and safety

● Occupational accidents in each region

|                               |                        | FY2015 | FY2016 | FY2017 |
|-------------------------------|------------------------|--------|--------|--------|
| All Operational Sites (Japan) | Number of accidents *1 | 3      | 2      | 3      |
|                               | Frequency rate *2      | 0.80   | 0.48   | 0.76   |
|                               | Severity rate *3       | 0.036  | 0.002  | 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    | 2      | 6      | 3      |
|                               | Frequency rate         | 4.04   | 12.30  | 6.44   |
|                               | Severity rate          | 0.032  | 0.164  | 0.159  |

\*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 occupational 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.