

Employment and Human Resources Data 2020
■Basic employee data
●Number of employees (consolidated) (Persons)

	FY2015	FY2016	FY2017	FY2018	FY2019
Santen Group	3,463	3,667	3,805	4,073	4,108

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

	FY2015	FY2016	FY2017	FY2018	FY2019
Total	1,891	1,844	1,799	1,812	1,840
Male	1,445	1,420	1,377	1,389	1,395
Female	446	424	422	423	445

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

	FY2015	FY2016	FY2017	FY2018	FY2019
Total	16.2	15.6	15.7	15.4	15.8
Male	16.7	15.9	16.1	15.9	16.3
Female	14.9	14.2	14.4	13.8	14.1

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

	FY2015	FY2016	FY2017	FY2018	FY2019
Total	42.3	42.0	42.4	42.7	42.9
Male	42.9	42.5	42.9	43.3	43.5
Female	40.7	40.6	40.8	40.7	41.3

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

		FY2015	FY2016	FY2017	FY2018	FY2019
New-graduate recruits	Total	15	10	28	20	24
	Male	8	7	16	12	11
	Female	7	3	12	8	13
Mid-career recruits	Total	84	145	68	119	92
	Male	52	104	48	80	64
	Female	32	41	20	39	28

●Employee turnover(non-consolidated) (Persons)

		FY2015	FY2016	FY2017	FY2018	FY2019
Total	Number of turnover	107	63	59	55	58
	Turnover rate	5.6%	3.4%	3.3%	3.0%	3.2%
	Number of voluntary turnover	43	63	59	55	58
	Voluntary turnover	2.3%	3.4%	3.3%	3.0%	3.2%
Male	Number of turnover	92	42	45	40	43
	Turnover rate	6.4%	3.0%	3.3%	2.9%	3.1%
	Number of voluntary turnover	32	42	45	40	43
	Voluntary turnover	2.2%	3.0%	3.3%	2.9%	3.1%
Female	Number of turnover	15	21	14	15	15
	Turnover rate	3.4%	5.0%	3.3%	3.5%	3.4%
	Number of voluntary turnover	11	21	14	15	15
	Voluntary turnover	2.5%	5.0%	3.3%	3.5%	3.4%

※Retirees are excluded

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

	FY2015	FY2016	FY2017	FY2018	FY2019
Reemployment applicant	—	—	18	19	15
Re-employee	—	—	18	19	15
Reemployment rate	—	—	100%	100%	100%

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

	FY2015	FY2016	FY2017	FY2018	FY2019
	8,091	8,125	8,195	8,192	8,288

■ Diversity

● Number of employees in each region (consolidated)

(Persons)

	FY2015	FY2016	FY2017	FY2018	FY2019
Japan	1,915	1,975	2,015	2,001	1,944
China	537	591	652	753	808
Asia	176	219	255	352	382
EMEA *	660	669	651	738	667
Americas	175	213	232	229	247
Santen Group	3,463	3,667	3,805	4,073	4,108

* EMEA: Europe, the Middle East and Africa

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

	FY2015	FY2016	FY2017	FY2018	FY2019
	23.6%	23.0%	23.5%	23.3%	24.2%

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

	FY2015	FY2016	FY2017	FY2018	FY2019
Management	9.9%	10.2%	10.0%	10.7%	12.6%
Executive	5.3%	4.5%	4.8%	4.5%	9.1%

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

(Persons)

	June 2016	June 2017	June 2018	June 2019	June 2019
Number of people with disabilities	40	44	45	50	54
Rate of people with disabilities	2.05%	2.19%	2.20%	2.42%	2.62%

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

● Number of employees by age in FY2019 (non-consolidated)

(Persons)

	under 30 years old	30-39 years old	40-49 years old	50-59 years old	60 or more years old
Total	179	499	613	489	60
Male	119	371	452	398	55
Female	60	128	161	91	5

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

(Persons)

	FY2015	FY2016	FY2017	FY2018	FY2019
Temporary employees	—	—	252	293	293
Dispatched employees (included in above)	—	—	170	163	181

■Work-life balance

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

(Persons)

		FY2015	FY2016	FY2017	FY2018	FY2019
Special (paid) holiday	Pre- and post- childbirth holidays	18	25	23	21	26
	Nursing care holiday for a preschool child	5	11	12	22	11
	Nursing care holiday for an elderly or disabled family	2	2	4	4	0
Childcare leave system	Childcare leave (Female)	16	37	43	18	40
	Childcare leave (Male)	0	0	3	4	49
	Return to work rate	100%	100%	100%	100%	100%
Short working-hour system for childcare	Short working hours for nursing care	8	27	32	32	31
Nursing-care leave system	Nursing care leave	0	1	0	0	1
	Short working hours for nursing care	0	0	0	0	0
Annual paid holiday reserve system	Nursing care holiday for a family member	73	81	85	75	63
	Nursing care holiday for a child (included in above)	41	42	43	38	39
	Childcare holiday for a child of elementary school age or younger	36	44	56	46	52

●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 their 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)

	FY2015	FY2016	FY2017	FY2018	FY2019
Days granted	17.4	18.1	18.3	17.9	18.8
Days taken	10.8	10.5	11.1	10.8	15.7
Percentage of days taken	62.2%	57.9%	60.5%	60.5%	83.5%

●Volunteer leave (Santen Group in Japan)

(Persons)

	FY2015	FY2016	FY2017	FY2018	FY2019
Number of people	12	11	11	6	4

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

(Hours/month by person)

	FY2015	FY2016	FY2017	FY2018	FY2019
	14.5	14.7	13.7	11.9	11.2

■ Occupational and safety

● Occupational accidents in each region

		FY2015	FY2016	FY2017	FY2018	FY2019
All Operational Sites (Japan)	Number of accidents * 1	3	2	3	1	5
	Frequency rate * 2	0.80	0.48	0.76	0.24	1.20
	Severity rate * 3	0.036	0.002	0.002	0.005	0.015
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	2	6	3	0	1
	Frequency rate	4.04	12.30	6.44	0.00	3.40
	Severity rate	0.032	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.