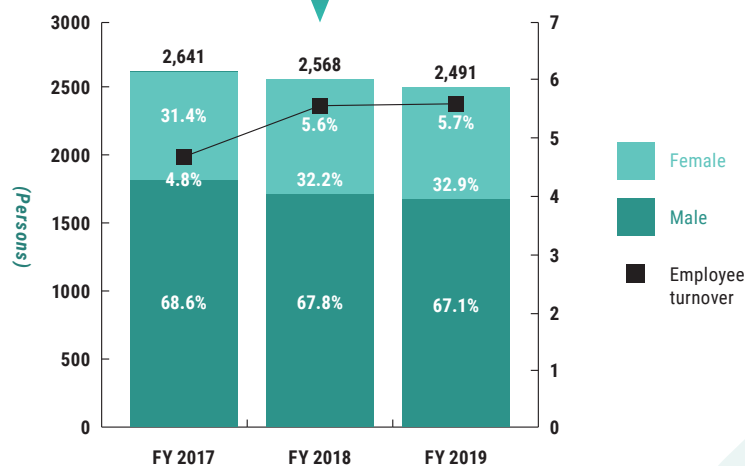


Social

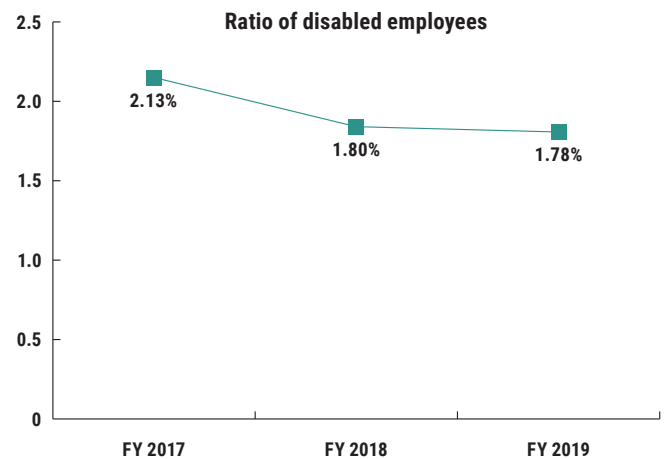
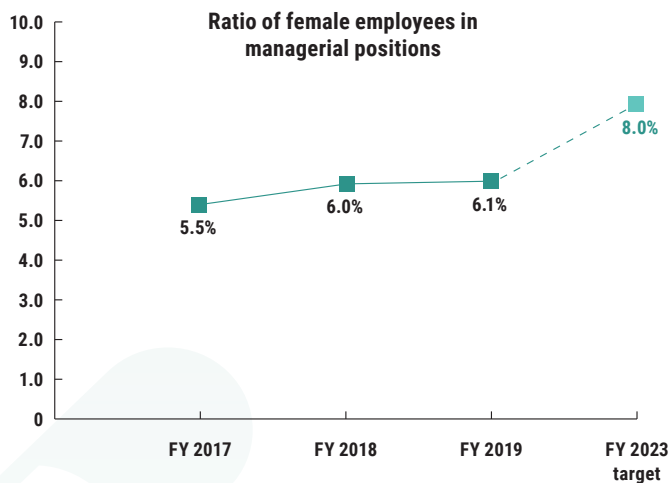
Status of Employees(Japan Only)



Items	Remarks	Units	FY 2017	FY 2018	FY 2019
Number of Employees	Consolidated (including USL)	Persons	3,252	3,131	3,066
Average number of temporary employees	Consolidated (including USL)	Persons	466	438	366
Number of Employees	Consolidated (Japan only)	Persons	2,641	2,568	2,491
Manufacturing	Consolidated (Japan only)	Persons	1,749	1,687	1,644
R&D	Consolidated (Japan only)	Persons	246	257	251
Administration, Sales	Consolidated (Japan only)	Persons	646	624	596
Male	Consolidated (Japan only)	Persons	1,811	1,740	1,672
Female	Consolidated (Japan only)	Persons	830	828	819
Male (Ratio)	Consolidated (Japan only)	%	68.6	67.8	67.1
Female (Ratio)	Consolidated (Japan only)	%	31.4	32.2	32.9
Number of MRs	Consolidated (Japan only)	Persons	479	436	394
Number of persons with pharmacist qualifications	Consolidated (Japan only)	Persons	270	268	261
Mean age		Age	36.7	37.2	38.0
Male		Age	36.6	37.1	37.9
Female		Age	36.8	37.3	38.1
Average length of service		Years	6.6	7.3	8.2
Male		Years	6.7	7.4	8.3
Female		Persons	6.4	7.0	7.8
Number of recruits		Persons	294	141	69

Hiring of new graduates	Persons	101	73	11
(of which) Male	Persons	54	42	3
(of which) Female	Persons	47	31	8
New employees transferred from other company, etc.	Persons	193	29	58
(of which) Male	Persons	136	20	30
(of which) Female	Persons	57	9	28
Employee turnover	%	4.8	5.6	5.7
Retention of new graduates (at the time after 3 years of employment)	%	93.1	95.2	94.6
Salary and benefit	Million yen	5,335	5,303	5,161
Ratio of employees covered by the collective agreements	%	90.3	90.3	90.1
Unionization rate (Sawai Pharmaceutical Workers Union)	%	65.7	75.5	75.9

Diversity Promotion



Items	Remarks	Units	FY 2017	FY 2018	FY 2019
Number of foreign national employees		Persons	12	8	7
Number of female employees in managerial positions		Persons	14	15	15
Ratio of female employees in managerial positions	Target ratio of female employees in managerial positions: 8% and above by the end of March 2020	%	5.5	6.0	6.1
Ratio of disabled employees	Target: To maintain the level over the statutory employment ratio of disabled employees.	%	2.13	1.80	1.78

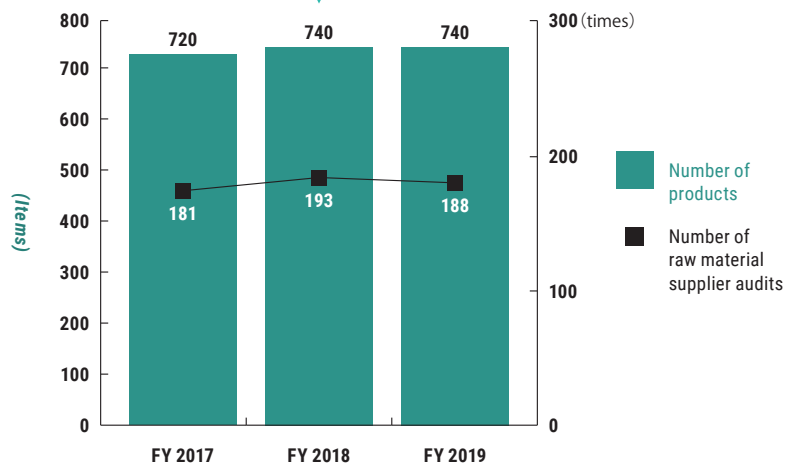
Work Environment

Items	Remarks	Units	FY 2017	FY 2018	FY 2019
Paid leave utilization rate	Eligible Persons: Union members Terms : From 1st Jan.to 31st Dec.	%	68.5	74.6	75.0
Return rate from maternity leave		%	95.7	92.0	96.9
Number of employees who take family-care leave		Persons	2	0	4
Frequency rate of occupational injuries		%	0.26	0.00	0.87

Employee Growth

Items	Remarks	Units	FY 2017	FY 2018	FY 2019
Number of employee-training	Within responsibility of HR department	Times	23	22	16
Number of employee trained	Within responsibility of HR department	Persons	579	654	600
Employee training expenses	Within responsibility of HR department	Million yen	86	50	20
Pass rate of MR certification test		%	100	100	is not applicable

Products / Stable Supply



Items	Remarks	Units	FY 2017	FY 2018	FY 2019
Number of products		Items	720	740	740
Number of new products launched		-	17 generic drugs with 43 strengths	14 generic drugs with 33 strengths	5 generic drugs with 12 strengths
Number of patents owned		Items	26	31	36
Number of patents pending		Cases	32	34	31
Number of raw material supplier audits		Times	181	193	188
Number of inquiries to drug information center		Cases	36,600	44,800	46,800

Number of out of stock products		Items	2	6	4
Product recall (Class I)		Cases	0	0	1
Product recall (Class II)		Cases	1	5	1
Product recall (Class III)		Cases	0	0	0

Promotion of Communication

Items	Remarks	Units	FY 2017	FY 2018	FY 2019
Dialogue with institutional investors and analysts	Total	Times	194	157	124
Communication with Mass Media	Interview, brief session, etc.	Times	50	37	38
Factory tours		Times	158	166	164
Expenditures for social contribution activities		Million yen	42	76	76

