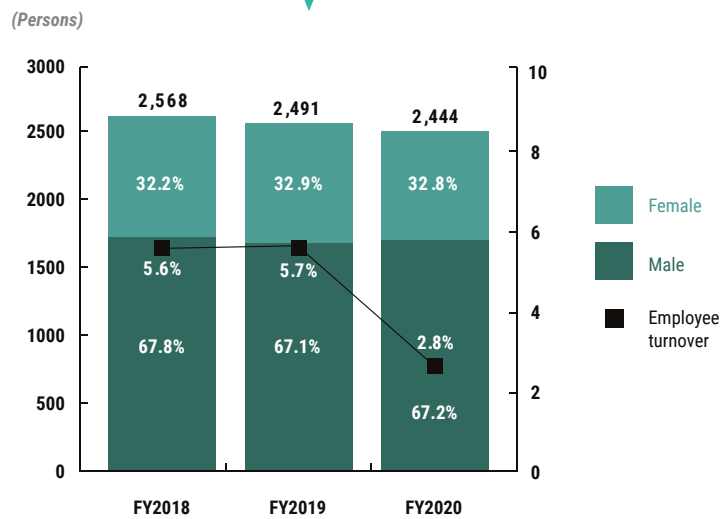


# Social

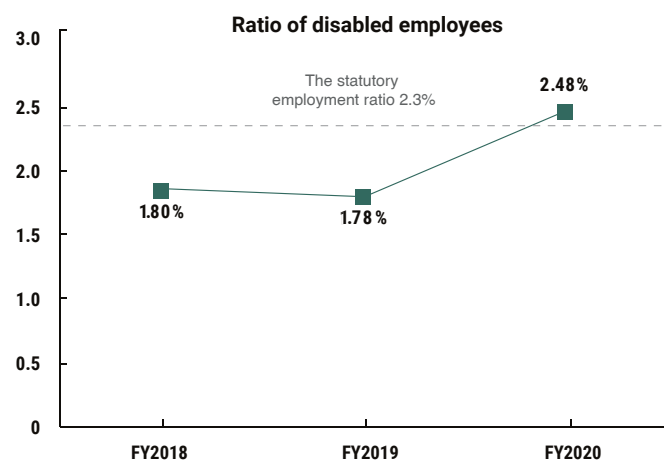
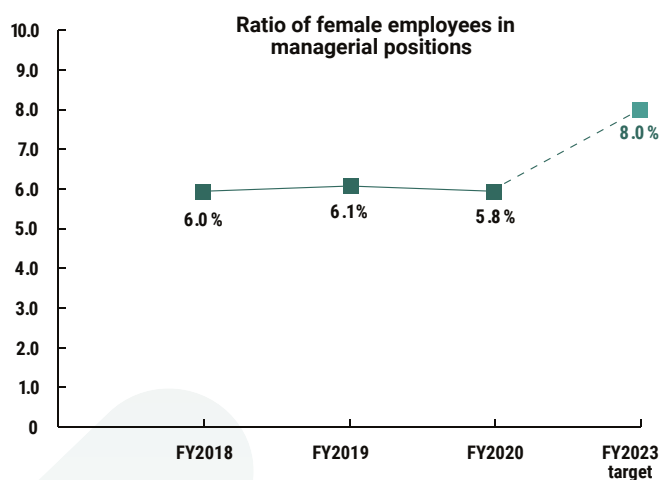
## Status of Employees(Japan Only)



Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Number of Employees</b>		Persons	3,131	3,066	3,003
Japan		Persons	2,568	2,491	2,444
US		Persons	563	575	559
<b>Average number of temporary employees</b>		Persons	438	366	327
Japan		Persons	386	333	298
US		Persons	51	33	29
<b>Number of Employees</b>	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Persons	2,568	2,491	2,444
Manufacturing		Persons	1,687	1,644	1,607
R&D		Persons	257	251	246
Administration, Sales		Persons	624	596	591
Male		Persons	1,740	1,672	1,642
Female		Persons	828	819	802
Male (Ratio)		%	67.8	67.1	67.2
Female (Ratio)		%	32.2	32.9	32.8
<b>Number of employees in managerial positions</b>	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Persons	250	247	258
<b>Number of MRs</b>	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Persons	436	394	382
<b>Number of persons with pharmacist qualifications</b>	Sawai Pharmaceutical and Medisa Shinyaku	Persons	268	261	256
<b>Mean age</b>	Sawai Pharmaceutical	Age	37.2	38.0	38.6
Male		Age	37.1	37.9	38.7
Female		Age	37.3	38.1	38.6

<b>Average length of service</b>	Sawai Pharmaceutical	Years	7.3	8.2	8.9
Male		Years	7.4	8.3	9.1
Female		Persons	7.0	7.8	8.5
<b>Number of recruits</b>	Sawai Pharmaceutical	Persons	141	69	76
Hiring of new graduates		Persons	73	11	10
(of which) Male		Persons	42	3	5
(of which) Female		Persons	31	8	5
New employees transferred from other company, etc.		Persons	29	58	66
(of which) Male		Persons	20	30	28
(of which) Female		Persons	9	28	38
<b>Employee turnover</b>	Sawai Pharmaceutical	%	5.6	5.7	2.8
<b>Retention of newgraduates (at the time after 3years of employment)</b>	Sawai Pharmaceutical	%	95.2	94.6	94.7
<b>Salary and benefit</b>	Sawai Pharmaceutical	Million yen	5,303	5,161	5,132
<b>Ratio of employees covered by the collectiveagreements</b>	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	%	90.3	90.1	89.4
<b>Unionization rate (Sawai Pharmaceutical Workers Union)</b>	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	%	75.5	75.9	77.1

## Diversity Promotion



Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Number of foreign nationalemployees</b>		Persons	8	7	6
<b>Numberof femaleemployeesinmanagerial positions</b>		Persons	15	15	15
<b>Ratio of female employees inmanagerial positions</b>	Target ratio of female employees in managerial positions :8% and above by the end of March 2024	%	6.0	6.1	5.8
<b>Ratio of disabled employees</b>	Target: To maintain the level over the statutory employment ratio of disabled employees. The statutory employment ratio for disabled employees since March 2021 is 2.3%. The figures are as of June 1 of the following year.	%	1.80	1.78	2.48

\*Sawai Pharmaceutical only

## Work Environment

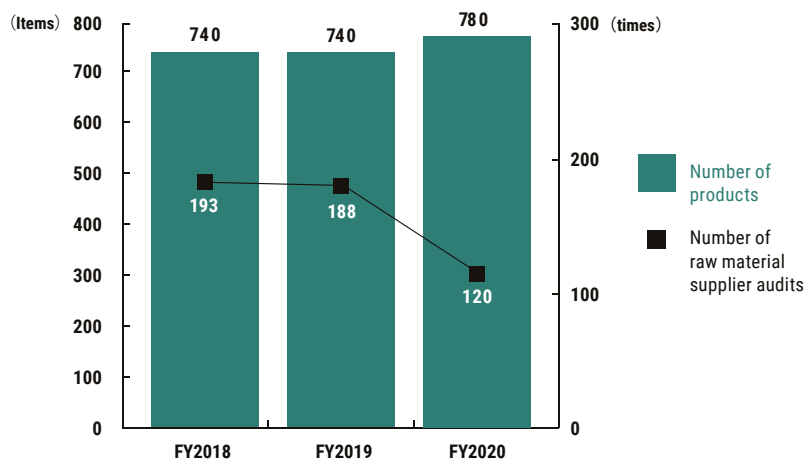
Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Paid leave utilization rate</b>	Eligible Persons: Union members Terms : From 1st Jan. to 31st Dec.	%	74.6	75.0	72.9
<b>Return rate from maternity leave</b>		%	92.0	96.9	91.7
<b>Number of employees who take family-care leave</b>		Persons	0	4	3
<b>Frequency rate of occupational injuries</b>		%	0.00	0.87	0.00

\*Sawai Pharmaceutical only

## Employee Growth

Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Number of employee-training</b>	Sawai Pharmaceutical  Not counted since FY2020 due to diversification of training methods and contents.	Times	22	16	-
<b>Number of employee trained</b>	Sawai Pharmaceutical  From FY2020 the number of participants in e-learning, etc. is included.	Persons	654	600	4,038
<b>Employee training expenses</b>	Sawai Pharmaceutical	Million yen	50	20	22
<b>Pass rate of MR certification test</b>	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	%	100	is not applicable	is not applicable

## Products / Stable Supply



Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Number of products</b>		Items	740	740	780
<b>Number of new products launched</b>		-	14 generic drugs with 33 strengths	5 generic drugs with 12 strengths	19 generic drugs with 44 strengths
<b>Number of patents owned</b>		Items	31	36	37
<b>Number of patents pending</b>		Cases	34	31	38
<b>Number of raw material supplier audits</b>		Times	193	188	120
<b>Number of inquiries to drug information center</b>		Cases	44,800	46,800	48,600

<b>Number of out of stock products</b>		Items	6	4	8
<b>Product recall (Class I)</b>		Cases	0	1	0
<b>Product recall (Class II)</b>		Cases	5	1	7
<b>Product recall (Class III)</b>		Cases	0	0	0

\*Sawai Pharmaceutical only

## Promotion of Communication

Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Dialogue with institutional investors and analysts</b>	Total	Times	157	124	129
<b>Communication with Mass Media</b>	Interview, brief session, etc.	Times	37	38	28
<b>Factory tours</b>		Times	166	164	16
<b>Expenditures for social contribution activities</b>		Million yen	76	76	51

## Medical cost-saving impact

Items	Remarks	Units	FY 2018	FY 2019	FY 2020
<b>Medical cost-saving impact</b>	Japan	Billion yen	273.4	296.7	317.6

