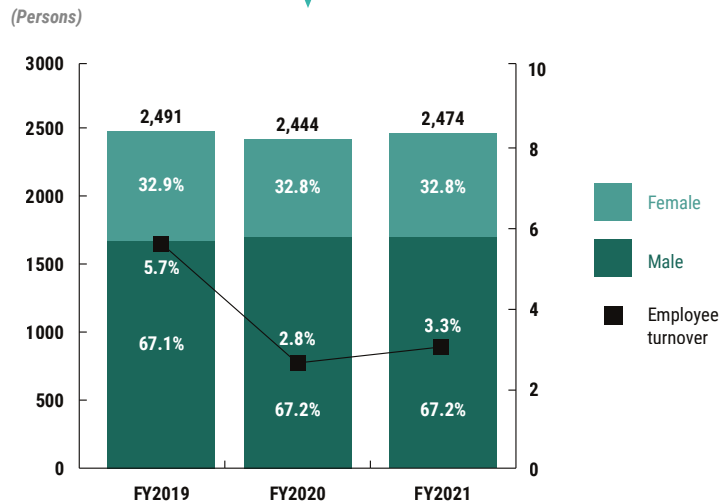


Social

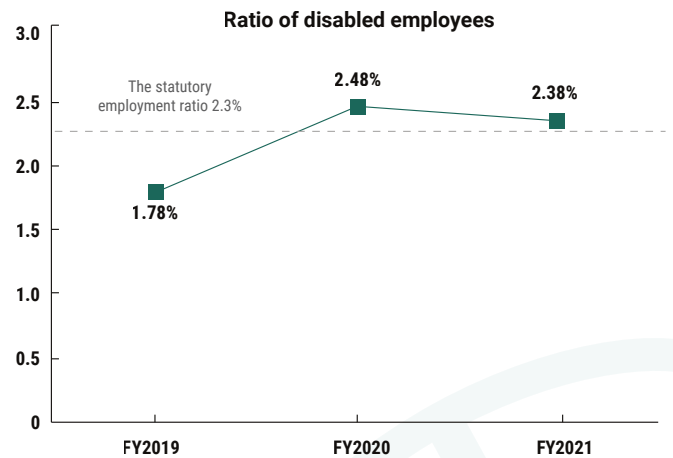
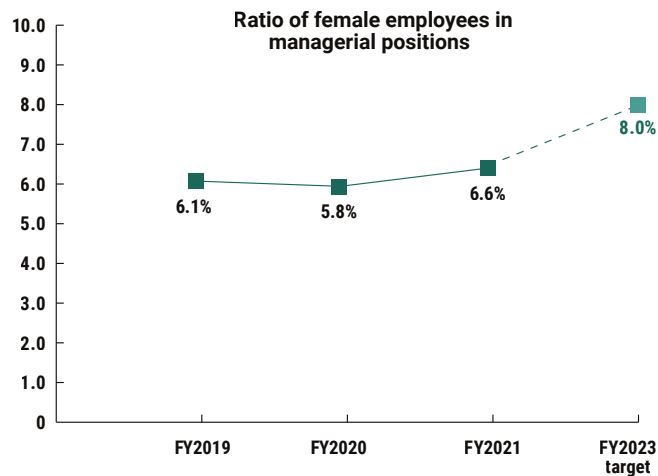
Status of Employees (Japan Only)



Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Number of Employees		Persons	3,066	3,003	2,968
Japan		Persons	2,491	2,444	2,474
US		Persons	575	559	494
Average number of temporary employees		Persons	366	327	330
Japan		Persons	333	298	310
US		Persons	33	29	20
Number of Employees	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Persons	2,491	2,444	2,474
Manufacturing		Persons	1,644	1,607	1,636
R&D		Persons	251	246	253
Administration, Sales		Persons	596	591	585
Male		Persons	1,672	1,642	1,663
Female		Persons	819	802	811
Male (Ratio)		%	67.1	67.2	67.2
Female (Ratio)		%	32.9	32.8	32.8
Number of employees in managerial positions	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Persons	247	258	256
Number of MRs	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Persons	394	382	379
Number of persons with pharmacist qualifications	Sawai Pharmaceutical and Medisa Shinyaku	Persons	261	256	255
Mean age	Sawai Pharmaceutical	Age	38.0	38.6	38.8
Male		Age	37.9	38.7	38.6
Female		Age	38.1	38.6	39.0

Average length of service	Sawai Pharmaceutical	Years	8.2	8.9	9.3
Male		Years	8.3	9.1	9.5
Female		Years	7.8	8.5	8.8
Number of recruits	Sawai Pharmaceutical	Persons	69	76	166
Hiring of new graduates		Persons	11	10	49
(of which) Male		Persons	3	5	33
(of which) Female		Persons	8	5	16
New employees transferred from other company, etc.		Persons	58	66	117
(of which) Male		Persons	30	28	79
(of which) Female		Persons	28	38	38
Employee turnover	Sawai Pharmaceutical	%	5.7	2.8	3.3
Retention of new graduates (at the time after 3years of employment)	Sawai Pharmaceutical	%	94.6	94.7	92.9
Salary and benefit	Sawai Pharmaceutical (before FY2020) Sawai Group Holdings (from FY2021 onward)	Million yen	5,161	5,132	661
Ratio of employees covered by the collective agreements	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	%	90.1	89.4	89.7
Unionization rate (Sawai Pharmaceutical Workers Union)	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	%	75.9	77.1	80.5

Diversity Promotion



Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Number of foreign national employees		Persons	7	6	7
Number of female employees in managerial positions		Persons	15	15	17
Ratio of female employees in managerial positions	Target ratio of female employees in managerial positions: 8% and above by the end of March 2024	%	6.1	5.8	6.6
Ratio of disabled employees	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.	%	1.78	2.48	2.38

Number of employees rehired after retirement		Persons	43	43	59
Percentage of rehired employees who retired at retirement age		%	88.2	95.2	87.5
Percentage of mid-career employees in managerial positions		%	60	56	61

* Sawai Pharmaceutical only

Work Environment

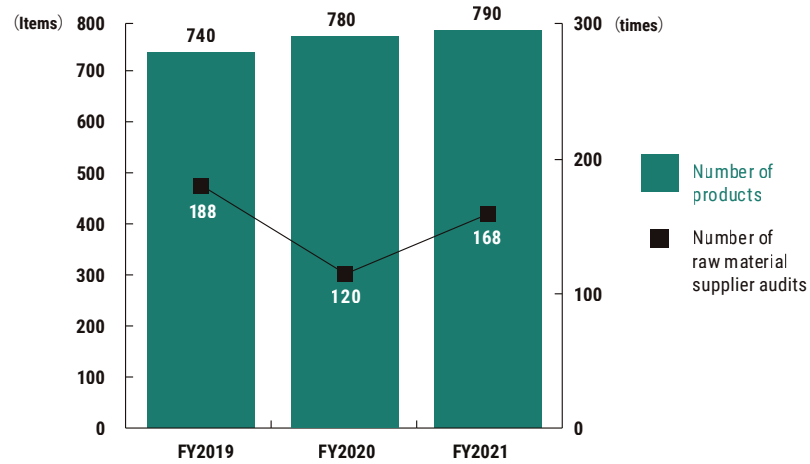
Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Paid leave utilization rate	Eligible Persons: Union members Terms: From 1st Jan. to 31st Dec.	%	75.0	72.9	71.1
Number of employees who take child-care leave		Persons	74	74	42
(of which) Male		Persons	-	-	10
(of which) Female		Persons	-	-	32
Child-care leave utilization rate	(FY2020 and before) Denominator is the number of employees as of the end of March. (FY2021 and after) Denominator is the number of employees who gave birth to children by themselves or their spouses among Sawai-registered or transferred employees to Sawai.	%	2.7	2.7	34.7
Return rate from child-care leave		%	96.9	91.7	100
Number of employees who take family-care leave		Persons	4	3	0
Average hours of overtime work per month	Including employees transferred from Sawai Pharmaceutical to Sawai Group companies	Hours	-	16.5	17.7
Stress check examination rate		%	-	-	97.6
Medical checkup rate		%	-	-	100
Smokers rate		%	14.2	13.7	12.8
Frequency rate of occupational injuries		%	0.87	0	0

* Sawai Pharmaceutical only

Employee Growth

Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Number of employee-training	Sawai Pharmaceutical Not counted since FY2020 due to diversification of training methods and contents.	Times	16	-	-
Number of employee trained	Sawai Pharmaceutical From FY2020 the number of participants in e-learning, etc. is included.	Persons	600	4,038	2,840
Employee training expenses	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	Million yen	62	45	63
Pass rate of MR certification test	Sawai Pharmaceutical, Medisa Shinyaku and Kaken Shoyaku	%	is not applicable	is not applicable	is not applicable

Products / Stable Supply



Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Number of products	Sawai Pharmaceutical	Items	740	780	780
Number of new products launched	Sawai Pharmaceutical	-	5 generic drugs with 12 strengths	19 generic drugs with 44 strengths	13 generic drugs with 32 strengths
No. of tablets sold	Sawai Pharmaceutical	Billion tablets	12.4	13.3	14.8
Number of patents owned	Sawai Pharmaceutical	Items	36	37	42
Number of patents pending	Sawai Pharmaceutical	Cases	31	38	44
Number of raw material supplier audits	Sawai Pharmaceutical and Medisa Shinyaku	Times	188	120	168
Number of inquiries to drug information center	Sawai Pharmaceutical	Cases	46,800	48,600	49,800
Number of out of stock products	Sawai Pharmaceutical	Items	4	8	16
Product recall (Class I)	Sawai Pharmaceutical and Medisa Shinyaku	Cases	1	0	0
Product recall (Class II)	Sawai Pharmaceutical and Medisa Shinyaku	Cases	1	7	8
Product recall (Class III)	Sawai Pharmaceutical and Medisa Shinyaku	Cases	0	0	0

Promotion of Communication

Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Dialogue with institutional investors and analysts	Total	Times	124	129	141
Communication with Mass Media	Interview, brief session, etc.	Times	38	28	42
Factory tours		Times	164	16	12
Expenditures for social contribution activities		Million yen	76	51	212

Medical cost-saving impact

Items	Remarks	Units	FY 2019	FY 2020	FY 2021
Medical cost-saving impact	Japan	Billion yen	296.7	317.6	338.2