Value Preservation
(Erosion risks)

**We also consider protecting the value we have created as a pharmaceutical company and cultivated to date as an important initiative.
Ensuring the reliability and safety of our products and possessing a stable supply system are indispensable for delivering the innovative drugs we create to more patients.
We also recognize that the supply chain, human rights, compliance, and the preservation of the environment are major requirements for corporate activities.
We will steadily move forward with these initiatives to generate greater corporate growth.**

Material Issue 12

Assurance of Product Reliability and Safety

[Vision over the medium to long term]

A global specialty pharmaceutical company with established organizational systems for appropriate quality assurance and safety management.

[Indicators]

- **Completion of global quality assurance and safety management systems**
- **Zero significant findings from regulatory inspections**
- **Zero recalls of Ono products**

Supplying High-Quality Pharmaceutical Products

Creating a Quality Assurance System Compliant With Global Standards

To supply high-quality pharmaceutical products, ONO manufactures all drugs under an appropriate quality assurance system both in our plants and in outsourced plants. At our plants, we established a quality assurance system complying with global standards, such as GMP (Good Manufacturing Practice; standards for manufacturing and quality control systems) in each country and PIC/S GMP, etc. When outsourcing, we confirm that appropriate manufacturing control and quality control are implemented by conducting periodic quality audits. In quality assurance, we don't just meet the legal requirements as a manufacturer and distributor but strive to provide high quality pharmaceutical products from the perspective of patients, caregivers, and healthcare professionals by creating a global quality manual based on the ICH Q10 Pharmaceutical Quality System Guidelines, and implementing continuous improvement of this system.
We strive to provide high-quality products through multiple measures, e.g. training for all employees engaging in production and quality assurance, enhancing the Pharmaceutical Quality System, and improving risk management systems.
To ensure that these quality assurance activities can be carried out throughout the entire group, including overseas, we are working to build systems and establish a global structure.
As a result of the above activities, there were no significant findings or recalls of our products based on FY2022 regulator inspection.

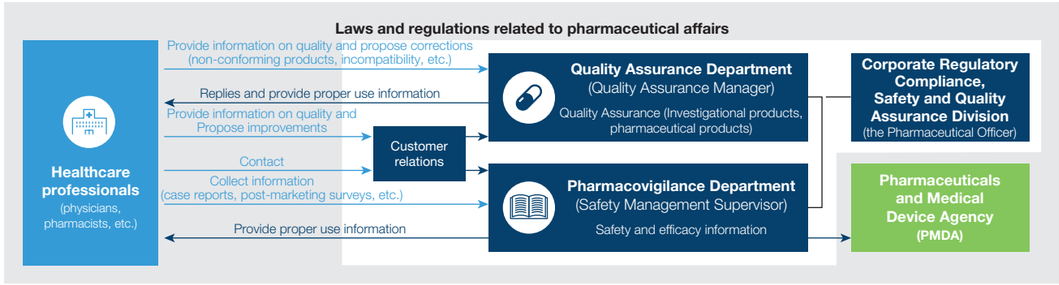
Web Quality System and Training System
https://www.ono-pharma.com/en/company/business_activities/manufacturing.html

Initiatives to Ensure Safety

Creating a Risk Management Plan for Each Pharmaceutical Product and Undertaking Group-Wide Safety Management Activities

In terms of safety management, ONO establishes a risk management plan for each drug, gathers and manages safety (adverse reaction) information. We evaluate the details of gathered information and take safety measures, such as the revision of the "Precautions for Use" text accompanying pharmaceutical products and provide information related to the proper use of drugs, etc. as necessary.
In the past, many drug-induced injury cases occurred due to inadequate monitoring of the safety of pharmaceutical products. We regularly provide education on drug-induced injuries to all employees so that they will take to heart patients' pain, the tragedy of drug-induced injuries, and the grave responsibility of a pharmaceutical company. In particular, after the launch of the anticancer drug OPDIVO, safety information in and outside Japan increased drastically. We evaluate this information based on the opinions of an external expert committee on proper use and other medical experts and then disseminate the information through various information delivery materials, academic societies, medical journals, etc., so that the drug is properly used.
For safety management activities, too, we have created global standard procedure manual and databases and constructed a Group-wide system that extends to overseas operations.

Safety Information Gathering and Management System



Material Issue 13

Stable Supply of Products

[Vision over the medium to long term]

Our products are supplied stably to patients throughout the world.

[Indicators]

- **No out-of-stock incidences**

Management of the Supply Chain

Thorough manufacturing and quality management

In order to ensure a stable supply of high-quality medical products as a pharmaceutical company involved in health, ONO manufacturers all its drugs under an appropriate manufacturing and quality assurance system both in our plants and in outsourced companies. Although the manufacturing locations and suppliers of drug substances (APIs), raw materials, and formulations of pharmaceuticals are spread throughout the world and the supply chain has become increasingly complex, we are striving to supply pharmaceuticals that can be used safely by patients in compliance with the regulations and compliance requirements of each country and region.
In addition, we are working to further expand our supply chain for self-sales in Europe and the United States. We set appropriate inventory levels for each API and product according to the manufacturing lead time, delivery time, and number of manufacturing bases for APIs, raw materials, and formulations. By constantly monitoring and maintaining appropriate inventory levels, we strive to ensure a stable supply of products even when production is temporarily halted due to problems We were able to avoid out-of-stock incidences and maintain a stable supply of products in FY2022, too.

Maintaining facility operation

Steady development and implementation of maintenance plan

To ensure stable production, we formulate and implement maintenance plans that combine preventive and post-maintenance for manufacturing equipment for oral and injectable drugs, air conditioning systems, pharmaceutical water systems, and analytical equipment used for various tests. Preventive maintenance involves replacing major parts of equipment and facilities and setting the frequency of periodic maintenance to avoid breakdowns due to age-related deterioration. In addition, to prepare for unexpected breakdowns, for parts that take a long time to be delivered, we keep spare parts in-house so we can quickly restore production and analytical equipment.
In addition, we have begun working on predictive maintenance of facilities, and have begun developing a system to prevent outages due to unexpected facility problems. This involves using AI to analyze the various types of electrical data, such as pressure and temperature measured during operation, and predicting failures. If effective predictive maintenance can be established, it will lead to improved productivity by reducing the frequency of periodic inspections. We are also working to stabilize quality through the use of digital data, and are considering the use of digital data and AI in the visual inspection process of products, which requires the recruitment of a large number of inspectors.

Stable Supply of Products in Disasters

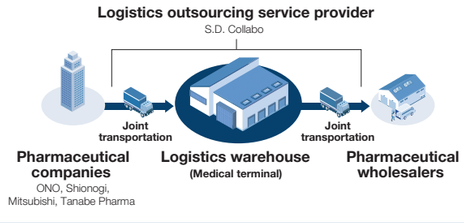
Promoting training and multiple-base manufacturing

In preparation for a major disaster, we have formulated a crisis response and business continuity manual and conduct regular training. Furthermore, we try to diversify risk through the active use of multiple manufacturing bases and outsourcing plants. For our main product OPDIVO, we have already established a system in which the product is manufactured at both the Fujiyama Plant (Shizuoka Prefecture) and Yamaguchi Plant (Yamaguchi Prefecture). For other products, too, we are examining manufacturing at multiple bases, including outsourcing plants.
Even for API manufacturing bases, we are moving forward with using multiple outsourcing plants in order to diversify risk. We also conduct risk assessments of the supply chain unrelated to products and APIs.

TOPICS Launch of joint transportation compliant with guidelines

The Good Distribution Practice guideline requires strict distribution management for pharmaceutical products during the transportation and storage processes. There are also such issues as a shortage and aging of drivers, application of the Act on the Work Style Reform, and higher fuel costs.
In January 2023, we launched guideline-compliant joint transportation of pharmaceutical products with two companies in the same industry and a logistics outsourcing service provider. Maintaining transportation quality based on management standards and operating methods and improving transportation loading efficiency will not only help alleviate the shortage of drivers but also reduce CO_2 emissions.

Joint transportation mechanism



Material Issue 14

Protection of Environment

[Vision over the medium to long term]

Under "ECO VISION 2050," we aim to become a leading environmentally friendly company in the pharmaceutical industry, and will strive to maintain a rich global environment for future generations so that people can have a healthy and sound society.

[Indicators]

Achievement of medium- and long-term environmental targets lined to ECO VISION 2050

- **Realization of a decarbonized society**
- **Realization of a water-recycling society**
- **Realization of a resource-recycling society**

See pp. 71-74 for actual results.

Environmental Targets

Working to achieve the newly established medium- and long-term environmental targets

After setting individual targets for the "realization of a decarbonized society," "realization of a water-recycling society," and "realization of a resource-recycling society" based on the medium- and long-term environment vision "Environmental Challenging ONO Vision" (ECO Vision 2050), which was formulated in FY2019, we have undertaken related initiatives.
In FY2022, we established new medium- and long-term environmental targets to reinforce and accelerate initiatives that contribute to the solution of various environmental problems that the world faces. These new targets are linked to realizing a healthy and sound society, which is given in ECO VISION 2050, and are recognized as targets to drive the industry.

Web New Medium- to Long-Term Environmental Targets
https://sustainability.ono-pharma.com/en/themes/106

New Medium- to Long-Term Environmental Targets

	Scope 1+2	Scope 3
Realization of a decarbonized society	**FY2025** Achieve Carbon Neutrality (virtually zero carbon emissions by offsetting with carbon offsets.) **FY2035** Greenhouse gas emissions Zero	**FY2030** Greenhouse gas emissions 30% reduction **FY2050** Greenhouse gas emissions 60% reduction Base year: 2017

	Water Scarcity Risk	Water Pollution Risk	Supply Chain Risk
Realization of a water recycling society	**FY2030 Sales growth rate ≥ water consumption increase rate** Coverage: ONO's operation sites Base year: 2017 **Promote measures that lead to the conservation of rich water resources for local communities.**	**Control 100% of wastewater more strictly than applicable laws and regulations.** Coverage: ONO's manufacturing plants/research institutes **FY2025 Conduct an aquatic life impact assessment for 100% of wastewater.** Coverage: ONO's manufacturing plants/research institutes **FY2030 Disclose the results of the aquatic life impact assessment for developing compounds.** Coverage: In-house drug candidates	**FY2026 Conduct water related risk assessment and comprehensive risk management for important business partners.**

	Final Landfill Disposal Rate of Industrial Waste	Recycling Rate	Reduce the Environmental Impact of Product Packaging
Realization of a resource recycling society	**≤ 1%** Coverage: ONO's manufacturing plants/ research institutes, and logistics centers	**FY2025 ≥ 60% FY2030 ≥ 80%** Calculation: In accordance with the calculation rules of the Federation of Pharmaceutical Manufacturers' Associations of JAPAN, FPMAJ. Coverage: Unnecessary materials (waste, valuables, free materials, etc.) generated from ONO's manufacturing plants/research institutes, and logistics centers.	**FY2030 100% correspondence** Prioritize the use of FSC® certified paper*, and use other recycled papers for materials that it is not possible to use FSC® certified paper. Coverage: Individual packaging boxes for our market products

* FSC®-certified paper is certified based on the standards of the FSC (Forest Stewardship Council®).

Revising targets and setting a roadmap

In ECO VISION 2050, which was formulated in FY2019, we stated that ONO will take on "the challenge of becoming a leading environmental company in the pharmaceutical industry." In light of this vision, we conducted numerous rounds of discussions to develop even more advanced targets and then set new targets. We have developed extremely challenging targets and a roadmap for the Group to unite and achieve those by having the CSR Promotion Section gather the opinion of parties outside the Company and sharing them throughout the Company and working in close collaboration with the Facility Management Section, which is confronting the direct environmental problems at manufacturing sites and research institutes.

Rena Nishizawa Director, CSR Promotion, Sustainability Promotion Department
Takashi Morimoto Associate Director, Facility Management of Minase Laboratory

Realization of a decarbonized society

Medium- and Long-term Targets for Achieving a Decarbonized Society

Having adopted the target of "zero greenhouse gas emissions (Scope 1+2) for the company itself by 2050" in FY2019, we have worked toward decarbonization. The target was approved as a "1.5°C" target," the highest level at that time, by the international initiative Science Based Targets initiative (SBTi) in October 2019. Through the new medium- and long-term environmental targets, we aim to achieve carbon neutrality for greenhouse gas emissions (Scope 1 & 2) for the Company itself in 2025. In addition, we are accelerating our initiatives by bringing forward the target of achieving zero greenhouse gas emissions for the Company itself to 2035 from 2050.

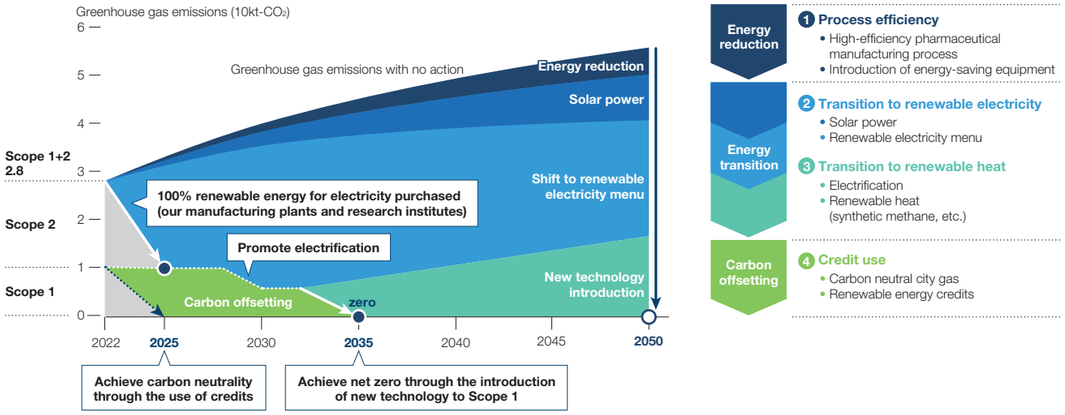
As for energy consumption, our efforts include joining the international initiative RE100 in June 2020. We will further increase our renewable energy use in the future.

Formulating a roadmap to achieve our targets

In FY2022, we formulated a roadmap to achieve our targets. When formulating that roadmap, we also incorporated such ideas as participating in environmental initiatives, including the GX League, and new technology through dialogue with companies developing next generation technology. We also set the timing for introducing measures for each base.

Web Greenhouse Gas Emission Reduction Policy, the Foundation of Approach to the Roadmap
https://sustainability.ono-pharma.com/en/themes/122

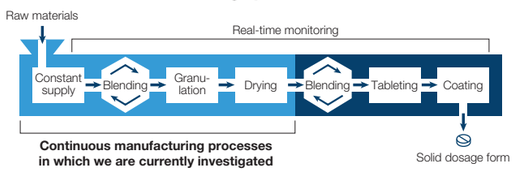
Company-wide roadmap



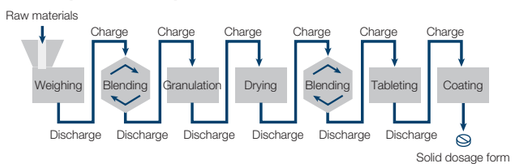
TOPICS Example of opportunities related to climate change: Introducing a continuous manufacturing system

"Continuous manufacturing system" is a manufacturing method in which raw materials are continuously fed into the manufacturing process and finished products are continuously taken out. Since it is automated by connecting compact equipment, it is expected to save energy and increase efficiency of manufacturing and resources compared to the batch system that is the mainstream in pharmaceutical manufacturing. We are working on changing one of our manufacturing processes, wet granulation, from a batch method to a continuous method. This is expected to reduce the raw materials required by approximately 13% by weight (compared with general batch system equipment). In the future, we intend to further expand the scope of application of continuous manufacturing to achieve further reductions in raw materials and energy. This initiative is also positioned as one of the opportunities related to climate change in our analysis based on TCFD analysis.

Continuous manufacturing system



Batch production system



TOPICS High CDP evaluation for Climate Change and Water Security

The international environmental NPO CDP highly rated several of our activities, including climate change and water security–related initiatives and our active disclosure, and we were selected as A list, highest rating, for CDP2022 Climate Change and Water Security.

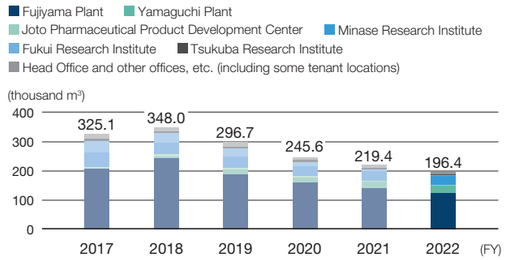
CDP DISCLOSURE INSIGHT ACTION A LIST 2022 CLIMATE WATER

Realization of a Water Recycling Society

Promoting reduction in water intake

Quality water is indispensable for our research and manufacturing activities. It is important to properly manage risks regarding the negative impact our business could have on the environment, and we are working to realize a sustainable water-recycling society. Based on the medium- and long-term environmental targets set in FY2019, we have worked to reduce water intake for our offices by introducing water-efficient equipment and improving operations. Water intake in FY2022 was 196.4 thousand m^3, 60.4% the water intake for FY2017, the base year for medium- and long-term targets. Since FY2018, our water intake has fallen each year on year-on-year basis.

Water Intake (Water Resource Consumption)



Introducing a risk-based approach

Through the new medium- and long-term environmental targets (see p. 70), which we have been trying to achieve since FY2023, we are working to implement more comprehensive water risk management. Out of consideration of differences in the issues that each water basin faces, we decided to employ a risk-based approach appropriate for the water-related risk for each region. As for water scarcity risk, we conducted verifications using the Water Resources Institute's evaluation tool (WRI AQUEDUCT) at our manufacturing sites and research institutes that consume large amounts of water. As a result, as of the end of FY2022, none of our company's major sites were deemed to be engage in operations in areas categorized as being extremely high risk for water stress. We are, however, aiming to generate dramatic growth, and have set the target of "constraining the increase in water consumption at our offices to no more than the growth in net sales in 2030" in order to appropriately manage water resources in the future. Furthermore, we will promote measures linked to preserving the rich water resources of regions.

As for water pollution risk, we will continue to manage wastewater using control values that are stricter than those in laws and regulation. We will also reinforce the evaluation and management of wastewater from manufacturing plants/research institutes and the impact of developed compounds on aquatic life. Furthermore, we are working to evaluate and manage water-related risks at major partners.

Web Realization of a water recycling society
https://sustainability.ono-pharma.com/en/themes/123

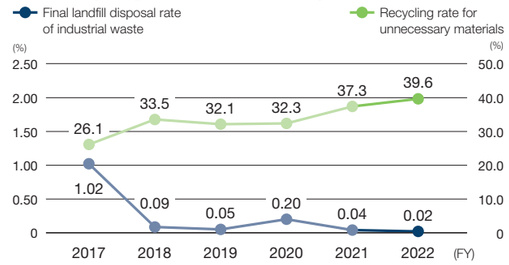
Realization of a resource recycling society

Promoting recycling and use of eco-friendly materials

In modern society, which is based on continual mass production and mass consumption as the global economy and population grows, environmental pollution and damage to ecosystems related to waste material processing have become a problem. There are also concerns about the depletion of limited resources.

Taking this into consideration, we revised our medium- and long-term targets in FY2022 to contribute to the creation of a circular society. We are aiming to achieve our targets related to final landfill disposal rate of industrial waste, recycling rate for unnecessary materials, and reduction in the environmental impact of product packaging.

Final Landfill Disposal Rate of Industrial Waste and Recycling Rate for Unnecessary Materials



* Coverage: Sites covered by this data: Fujiyama Plant, Joto Pharmaceutical Product Development Center, Yamaguchi Plant, Minase Research Institute, Fukui Research Institute, Tsukuba Research Institute, and logistics centers (added from FY2021).

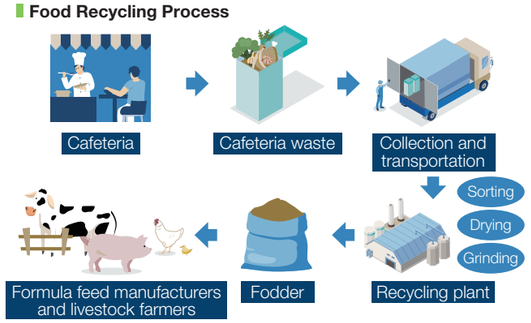
Expanding initiatives at various bases

In addition to striving to reduce waste produced throughout the Company, we are working to convert items such as waste wood, paper, metal, and plastics into valuable materials at manufacturing sites and research institutes. Other measures including research institutes selling off experimental equipment that is no longer needed so that the equipment can be reused.

Since FY2022, we have newly commissioned a recycling business to handle food waste from the Minase Research Institute

cafeteria, which is then reused as animal feed. Furthermore, we are accelerating initiatives at our various bases, including reusing wooden pallets that have been turned into chips at the Fujiyama Plant and recycling remains from incinerated infectious waste material as construction material at the Yamaguchi Plant. In regards to drugs, we are also moving forward with efforts to reduce the environmental impact at various stages from research to production, use, and disposal, by adopting manufacturing process simulations and a continuous manufacturing system, extending the period of use, and changing packaging materials and forms.

Food Recycling Process



Web Realization of a resource recycling society
https://sustainability.ono-pharma.com/en/themes/124

Biodiversity

Protecting rich ecosystem

Rich ecosystems not only provide us with a stable supply of food, water, and other resources but also play an extremely important role in our health, including mitigating climate change and disasters, inhibiting the production of infectious pathogens, parasites, etc., and providing psychological and cultural stability.
We evaluate the impact of our business activities on the environment and implement various measures to minimize that impact. Furthermore, we support the Kunming-Montreal Global Biodiversity Framework, a framework adopted at the 15th Conference of the Parties to the Convention on Biological Diversity (COP 15), which was held in Montreal Canada in December 2022, and want to partner with such stakeholders as local governments and NPOs/NGOs and make contributions to generate a nature positive and halt the loss of biodiversity.
Using the most recent disclosure framework released by the Taskforce on Nature-related Financial Disclosures (TNFD) as reference, we are also beginning to examine using the same definition of reliance on, impact on, and risks related to nature, including the supply chain, and setting targets and indicators based on science.

Web Biodiversity Conservation
https://sustainability.ono-pharma.com/en/themes/125
Web The details of our environmental initiatives and environmental data are on our sustainability web page.
https://sustainability.ono-pharma.com/en/themes/118

Impact on and Main Initiatives Related to Biodiversity

Factors that impact nature	Negative impact	Main initiatives
Change in habitat • Use of land due to business expansion	Shrinking habitats Deforestation	Confirm that the Company's land is not nature conservation area Collaborate with stakeholders regarding such issues as conserving habitats and undertaking clean-up activities
Excessive use of eco-system services • Water use	Competition for water resources in regions Deterioration in water quality due to drought	For manufacturing plants/research institutes that consume a lot of water, confirm that water consumption does not have a major impact on the region's water resources and are not in regions with extreme water stress
Climate Change • Greenhouse gas emissions	Global warming's impact on ecosystems Spread of disease and insect pests More severe natural disasters, including typhoons	Achieve zero greenhouse gas emissions earlier than planned through our activities*
Pollution • Chemical substances • Drugs and metabolites • Waste • Living modified organisms	Impact of water quality and soil and air pollution on organisms	Adopt wastewater management standards that are stricter than laws and regulations and evaluate impact on aquatic life* Aquatic Life Impact Evaluation for our drugs and new drug candidates* Promote recycling of waste and reduce environmental impact due to packaging* Examine efficient resource use and high-efficiency manufacturing process Comply with the Cartagena Act through the operation of a management committee
Alien organisms	Impact on habitat of native species	Comply with international rules and laws related to issues such as use of wood pallets with a "plant inspection passed stamp" in order to prevent the inflow of non-native species

* See New Medium- to Long-term Environmental Targets (P70).

Information Disclosure Based on the TCFD Recommendation

Climate change-related disclosure

ONO has expressed its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in October 2019. Out of consideration of those recommendations, we are not only moving forward with appropriate disclosure by evaluating and managing climate change–related risks and opportunities but also actively working to respond to climate change through targets that contribute to the Paris Accord, an international target.

TCFD | TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Task Force on Climate-related Financial Disclosures (TCFD)

Web Information Disclosure Based on the TCFD Recommendation
https://sustainability.ono-pharma.com/en/themes/121

Governance

We are aware that our response to environmental problems, including climate change, is a material management issue. The President and Representative Director was appointed as the chief person in charge of environmental management and the Member of the Board of Directors, Senior Executive Officer and Executive Director, Corporate Strategy & Planning as the person in charge of environment coordination.
Material issues related to our sustainability strategy, including our response to climate change, are deliberated on at the Sustainability Strategy Meeting, which is chaired by the person in charge of environment coordination and attended by many of the members of the Management Meeting. Items deliberated on and decided at the meeting are reported to the Board of Directors at least once every six months, and Directors supervise the implementation of decisions. Furthermore, the person in charge of environment coordination chairs the Environmental Management Committee, which manages and promotes environmental initiatives throughout the Company, and the Sustainability Promotion Committee, which deliberates on important issues related to workplace-level sustainability activities and submits proposals to the Sustainability Strategy Meeting. In this way, our climate change–related initiatives are thoroughly coordinated and managed by the person in charge of environment coordination (Member of the Board of Directors and Senior Executive Officer) and supervised by the Board of Directors.

Strategy (Analysis and evaluation of risks and opportunities)

Climate change-related risks and opportunities were analyzed and evaluated from the perspectives of the short term (up to 3 years), medium term (3 to 10 years) and long term (10 to 30 years) using the 1.5°C and 4°C scenarios, under the leadership of the TCFD Working Group. When conducting scenario analysis, information such as scenarios based on the Intergovernmental Panel on Climate Change (IPCC) and International Energy Agency (IEA) are used as reference. The results of the analysis are reported to the various meetings, including those of the Environmental Management Committee and Sustainability Promotion Committee, and there are deliberations on whether a response is necessary and if a response is necessary, mitigation and adaption measures. In our FY2022 analysis, no financially significant risks were recognized in either the 1.5°C or 4°C scenarios.

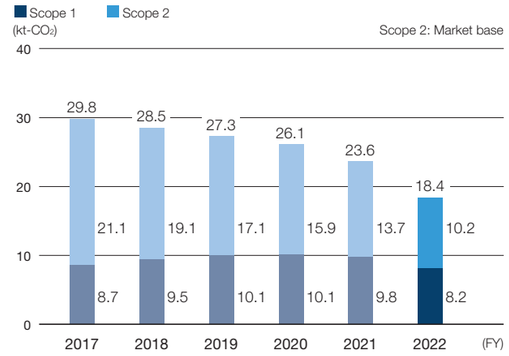
Risk and Opportunity Management

When ascertaining the risks and opportunities related to climate change's impact on our finances, the timing, probability of occurrence, and the extent of the consequences are analyzed, details of responses to them are evaluated, and then the priority of countermeasures is determined. We prioritize and identify risks and opportunities with a large impact on our business or a high probability of occurrence, as well as with measures that are very cost effective, and the Environmental Management Committee manages progress.
In addition, The Company-Wide Risk Management Committee considers measures to alleviate and respond to the identified risks, and proposes them to the Sustainability Strategy Meeting or the Management Meeting for approval. When the responsible person at locations such as manufacturing sites and research institutes implement approved measures, risks due to climate change, including flood risks, are comprehensively managed, and the state of progress is shared at the various meetings, including those of the Environmental Management Committee and Sustainability Promotion Committee.

Indicators and Targets

To minimize risks and maximize opportunities due to climate change, we continually set medium- and long-term and annual targets and monitor progress in achieving those targets.
As for the new targets set in FY2022, we brought forward the target of zero greenhouse gas emissions for the Company itself to FY2035 from FY2050 with an eye toward becoming carbon neutral (effective zero using carbon offsets) for our emissions (Scope 1 and 2) in FY2025. Even for greenhouse gas emissions for the supply chain (Scope 3), our calculations cover offices in Japan in line Ministry of the Environment guidelines. We are also working to reduce CO_2 emissions through greater transportation efficiency by launching joint transportation of prescription pharmaceuticals in Japan in January 2023.

Greenhouse Gas Emissions (Scope 1+2)



Note: Coverage is ONO
Note: Greenhouse gas emissions (Scopes 1 + 2) do not include CO_2 offset by voluntary credits (carbon neutral city gas purchased). If these voluntary credits are included, GHG emissions (Scopes 1+ 2) would be 17.7 kt-CO_2 in FY2022.

Web Details regarding climate change-related risks and opportunities, greenhouse gas emissions, etc.(CDP account required as it is a CDP website)
https://www.cdp.net/en/saml/new
Web GHG Emissions in the Supply Chain (Scope 3)
https://sustainability.ono-pharma.com/en/themes/122

Material Issue 15

Respect for Human Rights

Human rights risk management

[Vision over the medium to long term]

- **We aim to build a management system based on the United Nations Guiding Principles on Business and Human Rights.**
- **By building a flexible governance system that can appropriately respond whenever a human rights issue arises in the Group (including supply chain), we aim to establish a foundation of trust with society.**

[Indicators]

- **Conduct human rights due diligence within the Group (up to 2026)**
- **Conduct human rights risk assessments for high priority suppliers (up to 2026)**

Improving access to healthcare

[Vision over the medium to long term]

- **We are delivering innovative medicines for rare and pediatric diseases.**
- **We are contributing to local capacity-building* in areas with immature medical infrastructures (in collaboration with NPOs and NGOs).**

[Indicators]

- **Number of approved rare disease/pediatric indications**
- **Project outcome goals (new project to begin in FY2022)**

→ **See ONO Bridge Project target**

* Providing support for the development of medical human resources and the establishment of medical systems so that communities facing challenges can overcome them on their own.

Perspective on Human Rights

Adherence to international standards

The Group also upholds and respects the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, conventions on the human rights of workers, such as wages and working hours, etc., the OECD Guidelines for Multinational Enterprises, the United Nations Declaration on the Rights of Indigenous Peoples, and other international codes of conduct related to human rights, and the Ten Principles of the United Nations Global Compact.

In July 2020, we established the Ono Group Human Rights Global Policy based on the United Nations Guiding Principles on Business and Human Rights based on this concept. For the entire ONO Group, to fulfill our responsibility to respect the human rights of our stakeholders, the Ono Group Human Rights Global Policy applies to all executive officers and employees of our group, and we also encourage all of our business partners involved in the businesses, products, and services of ONO Group to comply with the policy.

Respect for human rights demanded by the world and our response

Ono Group Human Rights Global Policy (Established in July 2020)

Human rights due diligence

1. Assessment of impact on human rights
Identify, analyze, and assess adverse impacts on human rights
Identified risks (September 2022)
Human rights impact assessment (scheduled to be completed in FY2023)

2. Implementation of preventive and corrective actions
Actions for appropriate treatment
We will start identifying the actual status.

3. Follow-up assessment
Implement follow-up assessment on whether the actions are appropriate
Measures will be examined.

4. External information disclosure
Report action status and results internally and externally
Information will be disclosed on our website and in corporate reports.

Access to relief

Moreover, although our former policy satisfies international rules to a certain degree, it was not sufficient to promote activities related to respecting human rights as a material issue. Therefore, we revised the policy to satisfy international rules. In March 2023, this Policy has been revised and disclosed after obtaining the approval of the Board of Directors meeting held.

Web ONO Group Human Rights Global Policy
https://www.ono-pharma.com/en/company/policies/human_rights.html

Human rights due diligence

Assessment of impact on human rights

We recognize that we may have adverse impacts on human rights directly or indirectly through our business activities and our supply chain. In accordance with the United Nations Guiding Principles on Business and Human Rights, we have established a human rights due diligence system to prevent or reduce adverse impacts on human rights that we may cause to society, will continue to implement the system, and will disclose the progress and results externally.

In FY2022, we conducted an impact assessment of risks to human rights (human rights risk assessment) in our group and supply chain in cooperation with the Caux Round Table (CRT Japan Committee) and specified priority human rights that we will address.

First, we conducted a desktop survey* and identified potential human rights risks associated with our business activities, including our supply chain. In addition, we also identified themes and areas with high potential risks and held a human rights due diligence workshop to identify our risks. The human rights due diligence workshop was held for two days with 25 participants in total from relevant departments. In the workshop, we considered the needs of society and social changes, and then we identified potential human rights issues that may have an impact on our business and that may occur among rights holders and the overall value chain.

As a result, we incorporated “working environment at production sites of procured articles, including raw materials” and “vulnerable workers (temporary workers, foreign workers, etc.) in Japan, including in our group companies and in our supply chain” as human rights topics because we could not ascertain the detailed risks and will now move forward with ascertaining the actual state in partnership with Group companies and partners.

In addition, we will work to implement preventive and corrective actions as well as establish a system where high priority human rights issues and new human rights issues can be promptly recognized.

* Assessment report by PSCI (Pharmaceutical Supply Chain Initiative) and survey by CRT Japan Committee, Nippon CSR Consortium “Important Human Rights Issues for each Industry” (Pharmaceutical Industry), etc.

Scope of risk identification, etc.

Target value chain
Research and development – Procurement – Manufacturing – Logistics – Selling – Consumption – Discarding

Rights holders who may be impacted
Workers in the supply chain, workers of our business partners, our employees, and the local community (including the supply chain)

Risks of concern
- Access to healthcare and pharmaceutical drugs
- Pharmaceutical safety and health damage
- Risks during development
- Human rights issues related to the environment and climate change
- Pharmaceutical distribution
- Human rights issues under supply chain
- Provision of appropriate pharmaceutical information
- Industrial safety and health
- Waste treatment
- Discrimination
- Race, age, sex
- Gender (including sexual minorities)
- Various forms of harassment
- Excess and unfair working hours
- Foreign worker rights
- Child labor and forced labor
- Privacy rights
- Equal pay for equal work
- Impact on indigenous peoples and local residents
- Compliance
- Human rights issues related to technology and AI

Identified risks

Working environment at production sites of procured articles, including raw materials
We will identify the actual status of the working environment of raw material suppliers, such as producers and manufacturers, etc., in particular, the working environment of raw material producers and outsourcing manufacturing companies, identify and assess specific adverse impacts on their human rights during our procurement activities, and implement prevention and mitigation actions.

Vulnerable workers (temporary workers, foreign workers, etc.) in Japan, including in our group companies and in our supply chain
We will identify the actual status of vulnerable workers in our group companies in Japan and in our supply chain, identify and assess specific adverse impacts on their human rights during our procurement activities, and implement prevention and mitigation actions.

Preventive and corrective measures

We are creating worker-friendly environments by strengthening the compliance system to prevent any harassment and providing training every year.
In addition, in association with the revision of the Ono Group Human Rights Global Policy, we provided training on the United Nation Guiding Principles on Business and Human Rights for persons in charge from the Business Audit, Legal, Corporate Planning, Sustainability Promotion, Procurement and Purchasing, Compliance Promotion, and Human Resources Departments in FY2022, as a preliminary exercise prior to training for all employees.

Actions for urgent matters related to human rights

We have established a system to take action promptly for high priority human rights issues in cooperation with CRT Japan Committee.
In 2022, Kimberly-Clark Corp (U.S. company) and Ansell Ltd (Australian company) were sued by International Rights Advocates (IRA), a legal support group in Washington, D.C., on the grounds that they knowingly profited from forced labor at Brightway Holdings, a rubber glove manufacturing company and supplier in Malaysia.
We investigated through our agents since we have purchased rubber gloves sold by Kimberly-Clark. As a result, we confirmed that, as of the investigation date (September 15, 2022), Kimberly-Clark had discontinued transactions with Brightway, no longer handled Brightway's products, and is conducting third-party audits regularly with all outsourcing manufacturing companies.
We determined that we would continue to use the products of Kimberly-Clark while watching the progress of the lawsuit, and decided to reexamine the use of substitutes if further concerns arise in the future.

Improving access to healthcare

Providing innovative drugs for more patients

Even today as we see remarkable developments in the medical field, there are many diseases against which no effective treatment exists. Under the corporate philosophy Dedicated to the Fight against Disease and Pain, we aim to improve access to healthcare by pursuing the following goals: the creation of innovative drugs.
We currently sell our pharmaceutical products by ourselves in Japan, South Korea, and Taiwan; in Japan and Asia, we will make efforts for improving access to healthcare including the drugs for rare diseases. In FY2022, we gained approval for the use of ONOACT for Intravenous Infusion for pediatric patients with low cardiac function and tachyarrhythmia (supraventricular tachycardia, atrial fibrillation and atrial flutter).
Furthermore, we do not exercise our patent rights in least developed countries as defined by the United Nations and low income and lower middle income countries as defined by the World Bank, except for some, in order to provide our innovative drugs to even more patients. We also give consideration to providing consent for the flexible, appropriate use of patents on an individual case when there are national public health emergencies, including spread of infectious disease.

Support for reinforcing healthcare infrastructure

Throughout the world, there are many people without access to necessary healthcare because of undeveloped healthcare infrastructure. Based on the idea that it is important to reinforce healthcare infrastructure so that local communities can continue to deliver healthcare on their own, we have worked to solve this problem since FY2018 by partnering with NGOs and similar entities. See the following for information on ONO Bridge Project (project for Myanmar and Cambodia), which is currently underway.

Web Efforts Made for Improving Access to Healthcare
https://sustainability.ono-pharma.com/en/themes/102#928

ONO Bridge Project

Under the “ONO SWITCH Project” that was implemented from FY2018 to FY2021, we have provided support in Cambodia, Myanmar, Bangladesh, and Bhutan for the training of local healthcare personnel, educating local citizens on diseases, and assisting with scarce healthcare facilities and supplies (for more details, see “ONO SWITCH Project (FY2018 to FY2021)” on this page below).
We have achieved steady results in strengthening healthcare infrastructure through the activities of the NGOs and NPOs that we supported.
In consideration of the lessons learned from the ONO SWITCH project, we started a new healthcare access improvement project, the “ONO Bridge Project,” in FY2022, and launched the program in Cambodia and Myanmar.
With the new project, and not only through financial support necessary for NGO measures, we will also increase the social recognition of issues related to access to healthcare, have our employees participate in volunteer activities, take measures for collaboration using our know-how, etc. At the same time, we will increase the input of non-financial capital into the project and thereby maximize our social impact and strengthen our human resources, etc.

Web ONO SWITCH Project (FY2018-FY2021)
https://sustainability.ono-pharma.com/en/themes/102#ONO-SWITCH_2018-2021
Web ONO Bridge Project
https://sustainability.ono-pharma.com/en/themes/102#1069

Myanmar: Maternal and child health service improvement program

NPOs supported: People’s Hope Japan

The maternal mortality rate in Myanmar is considered to be 250/100,000 live births There is a big gap from the goal: “SDGs 3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.” Through this program, we support work to reinforce regional health service networks, which includes local residents and midwives, in order to improve access to mother-child health services for pregnant women.

Initiatives	Targets (FY2022–FY2024)	FY2022 progress
Training mother and child health promoters In various (farming) villages of Lewe Township, Nay Pyi Taw, People’s Hope Japan not only undertakes such activities as providing health education and making house calls to pregnant women but also trains mother and child health promoters, who serve as a bridge between local residents and health services.	• Newly train 600 mother and child health promoters – Conduct two-day training stipulated by the Ministry of Health – Assign mother and child health promoters (1 promotor for every 5 pregnant women) to all 178 villages in the covered territory • Conduct retraining for 300 mother and child health promoter	• Newly trained 121 mother and child health promoters • Selected 401 new candidates for next training session • Provided trainer education for 55 local healthcare professionals so they can train mother and child health promoters  Mother and child health promoter trainer education

Cambodia: Program to Improve Access to Advanced Pediatric Medical care

Supported NGO: Japan Heart

In Cambodia, there are many pediatric patients who do not have access to advanced healthcare. In high-income countries, the survival rate for pediatric cancer patients is 80%, but in low and medium income countries, the rate is extremely low, 30%. This is primarily because of a shortage of medical institutions and physicians, insufficient financial means of residents, and local customs. Through this program, we work to improve pediatric patient’s access to advanced healthcare by supporting the activities of Japan Heart Children's Medical Center in Cambodia.

Initiatives	Target (FY2022–FY2026)	FY2022 progress
Training skilled healthcare professionals We conduct training for local healthcare professionals who will provide advanced healthcare, including diagnosis, surgeries, post-surgery management, primarily related to cancer	• Training physicians: - Training in Japan: 1 person - Training at other medical facilities in Cambodia: 2 persons - Participation in international academic conference of cancer: 5 persons • Training nurses: - Training at other medical facilities in Cambodia: 5 persons - Participation in international academic conference of cancer: 5 persons • Employing radiology technicians: 1 person	• Physician training – One physician received five months of clinical training at a Japanese medical institution. – One physician attended Singapore academic conference. • Nurse training – Two nurses attended Singapore academic conference. • Launched recruiting efforts for radiologist
Free mobile clinics for villages In Cambodia, we operate mobile clinics in rural regions of the Ponnel District, Kandal Province, where there is poor physical access to medical institutions and little tradition of receiving such exams.	• Plan to hold 51 times (once a month) during the program period (Jan. 2023–)	• Held free mobile clinics three times, providing 143 people with free medical exams  Mobile clinics
Enhancement of advanced medical devices We will add a new X-ray fluoroscopy room to Japan Heart Children's Medical Center.	• Added exam room for X-ray fluoroscopy	• Completed construction of an operating room in order to add X-ray fluoroscopy equipment

Material Issue 16

Thorough Compliance

[Vision over the medium to long term]

Establish a compliance risk management system to support global business expansion and prevent compliance violations.

[Indicators]

Number of significant compliance violations*: 0

* Violations that have a great impact on sales and profits and have a great social impact

Aiming to build a compliance system tailored to the ONO Group

As a company that carries pharmaceuticals for human health and medical care, we are required to act in good faith based on high ethical standards. Based on our Corporate Philosophy, we established the ONO Group Code of Conduct as a basic shared concept in order to pursue the same direction while respecting diversity in an environment with different laws and cultures. Based on this Code, our corporate actions will ensure that each Group company continues to be trusted by society and contributes continuously. In our day-to-day operations, we will foster a culture that encourages our people to raise a voice against any questionable action, and strive to prevent compliance violations. In this manner, we are working on compliance as the cornerstone of our business activities.

Takehiro Yamada Corporate Officer / Senior Director, Compliance Management Department

Compliance System

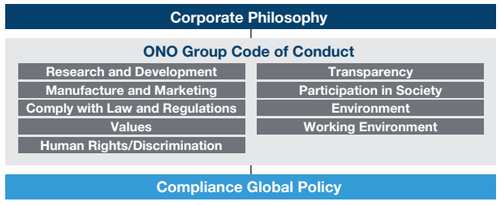
Thorough compliance based on high ethical standards

Being aware of our responsibilities as a pharmaceutical company dealing in pharmaceuticals upon which human lives depend, ONO has a Code of Conduct, the ONO Group Code of Conduct, to ensure that it acts in compliance with laws and regulations and that it meets high ethical standards. Under our Corporate Philosophy, we established our Code of Conduct as a basic guideline that should be adhered to when conducting corporate activities and the Compliance Global Policy that contains our approach and management structure for promoting those activities. We also formulated and comply with our Code of Practice, which is based on the Japan Pharmaceutical Manufacturers Association (JPMA) Code of Practice for promotional activities.

In practicing our compliance system, we make sure our employees know about ensuring transparency, preventing fraud and corruption, and are constantly aware of domestic and international social conditions.

Web Corporate Philosophy / ONO Group Code of Conduct
https://www.ono-pharma.com/en/company/mission.html#CodeOfConduct
Web Compliance Global Policy
https://www.ono-pharma.com/en/company/policies/compliance.html
Web Ono Pharmaceutical Code of Practice
https://www.ono-pharma.com/en/company/policies/cop.html

Compliance System



Compliance Promotion System

Strengthening compliance promotion system

To strengthen our compliance promotion system, we have appointed an Officer in charge of Compliance and set up a Compliance Committee. This Committee has a system in place to examine and deliberate on compliance-related issues, plan and promote training and other activities as well as to examine and deliberate on reports, etc., from subsidiaries. It also cooperates with the internal auditing department and checks the status of initiatives at each business location. In addition, the Compliance Committee manages risk in cooperation with the Risk Management Committee.

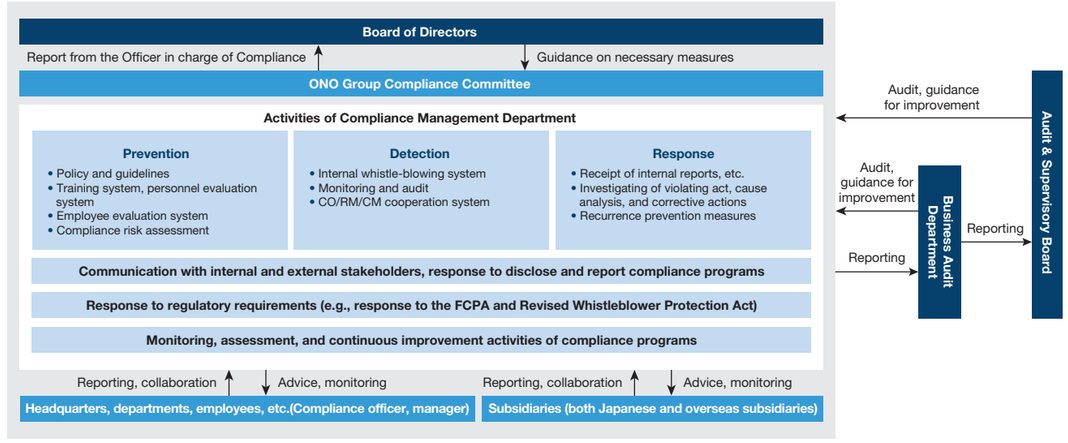
In response to serious compliance violations in FY2020, since October 2021, we have appointed a compliance officer in each division as the person responsible for strengthening compliance operations, and a compliance manager in all departments as a consultation point for workplace matters related to compliance. They work to coordinate with the risk manager who manages the overall risk of the organization. Through this system, we are taking prompt measures in response to matters that have been escalated up within the organization.

Information on consultation cases is also shared with the Compliance Promotion Department, which provides advice to the compliance managers.

In the Sales and Marketing Division, a specially assigned compliance officer is in charge of overall compliance. The officer regularly participates in compliance promotion meetings within the division and provides advice and suggestions to ensure proper operations and to establish an awareness of preventive measures.

We require that group companies create systems and rules to prevent the occurrence of noncompliance.

Compliance Promotion System



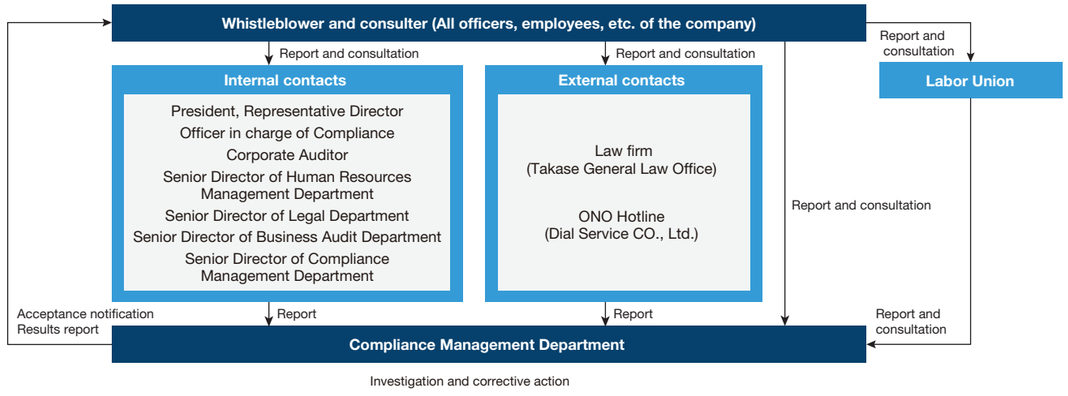
Reporting and Consultation System

Development of reporting and consultation system

We have internal and external contact windows, such as the 24-hour external contact service called the ONO Hotline, which was set up to prevent compliance violations, including harassment, to ensure appropriate work environments, and to take measures promptly to minimize any loss of social credibility in the event of a compliance violation. We also have a system to ensure that informants can directly report to or consult with top management–that is, the President, Representative Director; the Officer in charge of Compliance; or the Corporate Auditors. We ensure that matters concerning privacy, such as the informant's name and reported content, are kept strictly confidential, and are not disclosed except to those necessary for the survey, and we also support anonymous reporting. In addition, we do not bring detriment to such an informant solely because of the use of the system and they are legally protected. These are clearly stated in the Whistleblower Regulations, which were newly established in light of the revised Whistleblower Protection Act that took effect in FY2022, and are thoroughly communicated to all employees.

Web Reporting and Consultation System
https://sustainability.ono-pharma.com/en/themes/81#911

Reporting and Consultation System



Compliance Education

Ongoing compliance training

To promote compliance, we recognize that it is important to continually conduct employee training and awareness-raising activities. We therefore provide compliance training to our officers and all employees every year, including covering the topic of bribery prevention taking into account serious compliance violations of the past.
We also conduct training on harassment annually, and are strengthening our efforts to create a comfortable work environment.
As for the training related to the Guidelines on Activities to Provide Sales Information, the contents are based on actual compliance issues. In addition to regular training, if a problem arises, we also conduct training as soon as possible to prevent recurrence. We also promote risk-based training programs for other compliance themes.

Ethical Considerations in R&D

Considerations for human samples, animal experimentation and clinical testing

We always give consideration to ethical treatment in various stages of research and development.
For research using human-derived samples (blood, tissue, cells, genes, etc.), we have established internal ethical rules based on the basic guidelines issued by the Japanese government. We have also established an advisory body, the Ethics Committee for Medical and Health Research Involving Human Subjects, comprising members from inside and outside the company, to ensure that such research is conducted only after the Committee conducts strict assessment of its ethical and scientific validity.
For research using laboratory animals, we have established an Institutional Animal Care and Use Committee. The Committee reviews submitted animal experimentation plans in advance to determine whether they have been prepared based on the principles of the 3Rs* to ensure that animal experiments are carried out appropriately, with respect for the lives of animals and taking into consideration animal welfare. In addition, we conduct self-inspections and assessments of the implementation status of animal experiments. In recognition of these initiatives, we have acquired third-party certification from the Japan Pharmaceutical Information Center.
We ensure that clinical trials, which are essential for verifying the safety and efficacy of pharmaceuticals under development, are carried out in a highly ethical manner, with respect for the human rights and with particular attention to the safety of study subjects. We ascertain the true value of drugs step-by-step by taking all necessary and appropriate procedures that comply with Japan's "Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices (Pharmaceutical and Medical Device Act)" and other related legislation, as well as the global standards specified based on the spirit of the Declaration of Helsinki.

* Internationally accepted and established principles for the proper care and keeping of laboratory animals and animal experimentation. The 3 principles are Replacement (use of alternative methods), Reduction (reducing the number of test animals) and Refinement (alleviation of pain).

Web Human Rights
https://www.ono-pharma.com/en/company/policies/respect_human_rights.html
Web Animal Ethics
https://www.ono-pharma.com/en/company/policies/ethical_considerations_in_animal_experiments.html

Fair and Transparent Business Activities

Preventing fraud/corruption and communication

In order to conduct fair and transparent business activities, we have e-learning and also a reinforcement month for training in each division. We provide thorough education to all employees about the prevention of fraud and corruption every year. To contribute to healthcare and people's health around the world through continuous new drug creation and a stable supply of our products, collaborative activities support for patient organizations to help patients overcome disease and pain, and cooperation with research and medical institutions is indispensable. To enhance the fairness and transparency of these cooperative and collaborative activities, it is important to ensure transparent relationships with our partners. We therefore disclose information on the costs of our assistance to medical institutions and patient organizations in accordance with our transparency guidelines, which were developed in line with the relevant guidelines of JPMA.
Regarding tax compliance, we have established a global tax policy, the Ono Pharmaceutical Global Tax Policy. All tax-related work is undertaken in strict accordance with this policy and under the responsibility of the Officer in charge of Compliance.
Amid globally mounting interest in compliance with laws governing unfair and corrupt practices, we established the Anti-Bribery and Corruption Global Policy and the Anti-Bribery Policy in 2017 to clearly define and state our company's stance and system in preventing bribery and corruption. We endeavor to ensure strict implementation of the policy and regulations. Furthermore, we support Transparency International's Business Principles for Countering Bribery, an international anti-bribery standard.
As for research receiving public funds as research funding, we have formulated the Action Guidelines for Publicly Funded Research and the Regulations on Publicly Funded Research, in compliance with the relevant guidelines established by the Japanese government, to ensure further appropriate implementation and management of research projects.

Web Engagement to Achieve Transparency in Relationships with Medical Institutions, etc. (only in Japanese)
https://sustainability.ono.co.jp/ja/themes/120#1021
Web Engagement to Achieve Transparency in Relationships with Patient Groups (only in Japanese)
https://sustainability.ono.co.jp/ja/themes/120#1022
Web Operation and Management System of Public Research Funds
https://www.ono-pharma.com/en/company/policies/public_research.html
Web Ono Pharmaceutical Global Tax Policy
https://www.ono-pharma.com/en/company/policies/tax_policy_jp.html
PDF Tax Reporting by Country
https://sustainability.ono-pharma.com/data/pdf/tax/Country_Report_(Summary)_FY_Ended_March_31_2022_en.pdf
PDF Anti-Bribery and Corruption Global Policy
https://www.ono-pharma.com/sites/default/files/en/company/anti-bribery-and-corruption-global-policy_en.pdf

Material Issue 17

Supply Chain Management

[Vision over the medium to long term]

Strengthen collaborative relationships with business partners and manage sustainability-related risks such as the natural environment and human rights

[Indicators]

- **Establish a stronger risk management system (formulate policies and sustainable procurement code, make the system well established) (–2026)**
- **Comprehensive evaluations of companies in high-risk areas (–2026)**

Approach Towards Sustainable Procurement

Promoting fair, impartial, and transparent procurement activities

As the social structure changes with technological innovation and globalization, the supply chain is becoming increasingly important for maintaining business activities.
Also, to respond to social problems related to human rights violations, labor environment, and other issues that have arisen and to achieve a sustainable society, it is important to work with all of our suppliers in the supply chain to establish a management system and strengthen our efforts together.
In addition to gaining a new recognition of the importance of these topics, we promote sustainable procurement under the leadership of a member of the Board of Directors and a senior executive officer. With the goal of resolving social issues in collaboration with suppliers, we are leveraging our sound network of suppliers, established to ensure the quality of and stable supply of pharmaceutical products, and creating a sustainability management system related to such issues as human rights, labor environment, and the natural environment.
To ensure fair, impartial, and transparent procurement, we require that all employees involved in procurement activities adhere to the Basic Policy for Procurement Activities. Having formulated the ONO Sustainable Procurement Code for Business Partner (hereinafter, "the Code"), which summarizes items that suppliers are asked to cooperate with, we request the cooperation of suppliers.

Web Basic Policy for Procurement Activities
https://www.ono-pharma.com/en/company/policies/procurement.html
PDF Ono Sustainable Procurement Code for Business Partner
https://sustainability.ono-pharma.com/data/pdf/en/2022/ono_sustainable-procurement-code_for-business-partner.pdf

Collaboration with Business Partners

Obtaining Consent with the Code

Until now, we have run through a cycle of sharing our approach towards sustainable procurement at explanatory meetings, which are mainly held for direct material suppliers, conducting risk assets based on the EcoVadis's sustainability assessment system, and then implementing corrections.
Taking into consideration changes in the external environment and the importance of sustainable procurement, we have strengthened related activities by setting this again as a materiality issue in FY2021, too, and subsequently conducting risk analysis based of such factors as monetary amount of the purchase, type of business, whether there is an alternative supplier, and country of origin.
With an eye toward giving priority to concluding agreements with suppliers that collaborate with our sustainable procurement activities in the future, we took such steps as establishing an in-house promotion system and formulating operating standards in FY2022. In addition, we identified 180 suppliers that should be given priority based on a risk analysis conducted in FY2021. After holding an explanatory meeting for identified suppliers and taking other steps, we obtained consent forms regarding collaborating with our activities. As of March 31, 2023, consent forms have been obtained from 132 companies.
In FY2023, we plan to conduct risk assessments of companies that have submitted a consent form and broaden the companies that we obtain such forms from. Moreover, we select risk assessment targets, taking into consideration the sustainability risks for each type of company based on the impact on our business and third-party data.
We will continue to meticulously communicate with suppliers to obtain their understanding and cooperation with our activities and work with them to contribute to the realization of a sustainable society.

Expanding Sustainable Procurement to the Whole Supply Chain and Connecting the Present to the Future

In addition to having implemented checks of and initiatives related to sustainability issues with direct material suppliers, we created the Ono Sustainable Procurement Code for Business Partner, which summarizes the items and initiatives we want a broader range of partners to adhere to in order to further accelerate the realization of a sustainable society. As for indirectly supplied materials, we provide explanations to and obtain consent from both outside contractors and indirect material suppliers. With the cooperation of EcoVadis, we are moving forward with checks and analysis of sustainability issues and the formulation of measures to actually solve those problems. We will also reinforce risk management related to safety and health, human rights, labor, environmental preservation, ethics, and information management.

Shigeru Saito Procurement and Purchasing Department Manager

Social Contribution Activities

See below for details.
Web Social contribution activities
https://sustainability.ono-pharma.com/en/themes/131

Basic Approach

Setting priority fields taking into consideration business resources

To contribute to the realization of a sustainable society, we engage in various activities under ONO's Global Policy for Social Contribution Activities. In addition, in consideration of the relationship between current and future business activities and our business resources, we determine priority fields to focus on and then promote activities.

Web ONO's Global Policy for Social Contribution Activities
https://sustainability.ono-pharma.com/en/themes/109#963

Supporting the Advancement of Medicine and Pharmacy

Supporting Research for the Advancement of Medicine and Pharmacy

We offer research grants and scholarships for researchers to study abroad through public interest incorporated foundations, related associations, and other entities, and make other efforts to meet unfulfilled medical care needs and contribute to the advancement of medicine. Our aim is to create a foundation for innovation by promoting research through these activities.

Supporting Patients and Their Families

Dissemination of Medical Information

We continue to communicate the latest medical care information for patients and their families through such activities as operating a website that provides useful medical care information, providing content apps, and holding public seminars.

Support for Solaputi Kids' Camp

We became a supporting member of the public interest incorporated foundation Solaputi Kids' Camp in FY2014. Since FY2021, our MRs have served as "snow delivery volunteers" for the Snow Gift program, which delivers snow to children in hospitals in areas where snow does not fall. In FY2022 these MRs delivered snow to ten facilities and subsequently received comments of joy and letters from the children who played with the snow, their parents, and medical care staff.


Delivering snow (left) and children playing with the snow (right)

Participation in Relay For Life

We participate in activities that support patients with cancer and their families, deal with cancer throughout an entire community, since FY2014 and aim to overcome cancer. After thoroughly implementing measures to prevent infections, we took part in these activities in FY2022, the first time in three years.
This provided opportunities to hold dialogues with cancer patients, which included having survivors and caregivers write their hopes for our employees on prepared message flags.


Employees taking part in the Relay For Life (left) and message flag (right)

Supporting Education for Children

Cancer education for high school students

Following the revision of the Curriculum Guidelines, cancer education has officially started in high schools since FY2022. Based on the opinions of cancer specialists, government officials, and educators, we created a Cancer Survivor Message video for high school students and conducted traveling classes at high school in FY2022.


Miki Yakata who appeared in the video (left) and traveling class (right)

Web Cancer survivor message video
https://youtu.be/ElslzChm6kg

Travelling science workshop for elementary school students

Through the Minase Research Institute and Joto Pharmaceutical Product Development Center, we conduct travelling science workshops for 6th graders at elementary schools near those facilities with our researchers as lecturers in order to raise interest in science and teach the children about careers.


Travelling workshops at Hoei Elementary School (left)
and Shimamoto Daisan Elementary School (right)