



CONTENTS

Profile	01	ONO's Mission
	05	ONO's History Timeline
	07	At a Glance

Vision	09	Top Message
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Highlights	17	Financial/Non-Financial Highlights
	19	Status of Development Pipeline

ONO's Value Creation	21	ONO's Value Creation Process
	23	Major Risks and Countermeasures
	24	About ONO's Materiality
	29	Four Growth Strategies
		Maximizing Product Value
		Strengthening R&D
	Globalizing Business	
	Strengthening Corporate Infrastructure	
	41	Medium- and Long-term Investment Strategy

ESG Performance	43	Environment
		Feature 01 Response to Climate Change
	49	Society
		Feature 02 Promotion of Human Capital Development
	59	Governance
		Feature 03 Towards Greater Diversity

Data Section	75	Financial Review
	77	Consolidated Financial Summary
	79	Details of Revenue
	80	Consolidated Financial Statement
	84	Corporate Information / Stock Information

EDITORIAL POLICY

ONO PHARMACEUTICAL (ONO) publishes this report as an integrated report that, in addition to financial information, provides a broad range of non-financial information including corporate social responsibility (CSR) activity information. This report contains financial

results and other financial data, and non-financial information on corporate governance, and environmental and social awareness, serving as a communication tool to ensure that ONO's stakeholders can understand our current status and direction.

Coverage of this Report

● Scope of Coverage: This report covers the activities of ONO. Some pages also include the activities of the whole Group or group companies.

● Period of Coverage: April 1, 2020 through March 31, 2021

* The report is based on activities in FY2020, the period for the financial reports, however, considering the importance of providing the most up-to-date information, some activities conducted in and after April 2021 are also covered.

Reference Guidelines

ONO refers to the International Integrated Reporting Framework issued by the International Integrated Reporting Council (IIRC), Guidance for Integrated Corporate Disclosure and Company-Investor Dialogue for Collaborative Value Creation compiled by the Ministry of Economy, Trade and Industry of Japan, ISO 26000, Environmental Reporting Guidelines 2018 by the Ministry of the Environment of Japan, and the Final Report on Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

This report has been prepared in accordance with the GRI Standards: Core option.

Publication Date: September 2021

Disclaimer Regarding Forward-Looking Statements

This report includes forward-looking statements regarding the ONO Group's business. All the forward-looking statements are based on forecast analysis using the information available at the time of preparation of this report. Actual financial results may therefore differ from the current business outlook due to market and industry conditions, and risks and uncertainties associated with general economic conditions at home and abroad.

This report also includes information that provides details of pharmaceutical products, including compounds under development. Please note, however, that this information is not intended for advertising purposes or for giving medical advice.

Information on ONO's Sustainability Initiatives

ONO discloses its initiatives in a variety of media, including this report and its website. Please refer to the website for further details on initiatives presented in this report.

▶ <https://sustainability.ono-pharma.com>

External ESG Assessment of ONO PHARMACEUTICAL

ONO included in premier indices for socially responsible investment (SRI)

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

Dow Jones Sustainability Indices (DJSI)

Jointly developed by S&P Dow Jones Indices (US) and RobecoSAM (Switzerland) to evaluate companies based on an analysis of those companies' economic, environmental and social performance



FTSE4Good

FTSE4Good Index Series

Created by FTSE Russell to measure the performance of companies demonstrating strong ESG practices

2020 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

MSCI Japan ESG Select Leaders Index

Designed to target companies that have relatively high ESG performance



FTSE Blossom Japan

FTSE Blossom Japan Index

Created by FTSE Russell, designed as an industry neutral benchmark that reflects the performance of Japanese companies demonstrating strong ESG practices

Recognition of ONO's environmental performance



2020 CDP Climate Change A List

Global accreditation by international environmental NGO CDP to name the world's top-rate businesses leading on environmental performance in climate change

Recognition of ONO's environmental and safety & health performance



2021 Certified Health & Productivity Management Outstanding Organization Recognition Program "White 500"

ONO has been recognized as a company engaging in strategic health and productivity management program efforts for maintaining its employees' health from a management perspective

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