

Feature 02

Promoting “Health and Productivity Management” that produces vitality in the company

For ONO to contribute to society by creating and developing innovative pharmaceuticals, it is essential that all employees are mentally and physically healthy, that our worksite is a place where individual abilities can be fulfilled to their utmost, and that the lives of employees and their families are satisfying. ONO has organized the “Health Up Committee” along with the Representative Director’s health declaration and it is engaging in the promotion of “Health and Productivity Management” in a systematic way with our company, labor union, industrial health staff members, and health insurance society as a single team.

Establishing a cross-sectional operation system mainly through the Health UP Committee

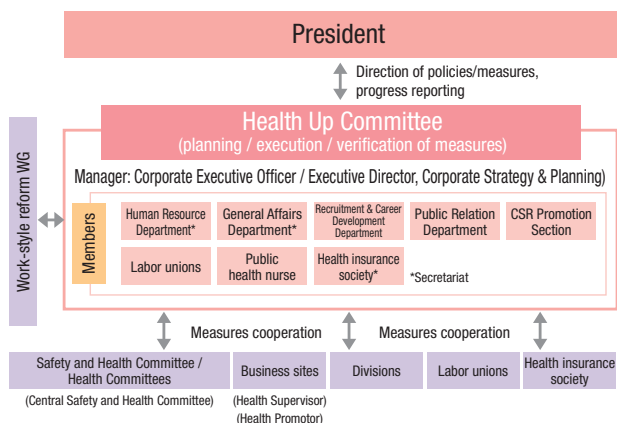
The Health UP Committee is an organization to help the entire company operate in a strategic way to maintain and improve employee health. Under the Chairperson, the Corporate Executive Officer (Executive Director, Corporate Strategy & Planning), the Committee consists of the Human Resource Department and occupational health staff that are in charge of health management, as well as the General Affairs Department, Recruitment & Career Development Department, Public Relation Department, CSR Promotion Section, Labor unions, and Health insurance society, and it is operated cross-sectionally.

The Health UP Committee is promoting more systematic activities and development of the workplace environment with initiatives such as, “Passive smoking prevention,” “Lifestyle-related diseases and cancer measures,” “Mental health measures,” and “Development of a self-care environment.”

To do so it requires cooperation from each safety and health committee at liaison meetings with major workplaces (Central Safety and Health Committee) for measures based on the Health UP Committee policy and working closely with health supervisors, health promoters of worksites and the work-style reform working group.

In April 2020 ONO established the Health Promotion Section an exclusive department for health management formed to develop more focused activities.

Operation Organizational Chart



Continuously spiral-up activities by establishing and taking measures based on effect measurement

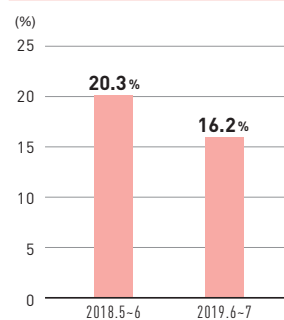
ONO engages in activities for the operation of “Health and Productivity Management” with an emphasis on effect measurement using performance indicators. For example, in the evaluation of passive smoking measures, we confirmed decreases in smoking rates and decreases in total annual medical expenses related to smokers, as a result of activities to increase awareness, environmental development, and support of smoking cessation that started in FY2018, and the entire smoking-free sites that started in April 2019. In addition, in order to measure the impact of “Health and Productivity Management” operations, we confirmed the amount of losses in labor productivity due to presenteeism (a situation where employees cannot perform at their true capability due to a mental or physical disorder even if they come to work) (FY2019: 33,000 yen/person/month). We validate effects from “Health and Productivity Management” activities as mentioned above and conduct a cycle to establish and implement new measures by the Health UP Committee.

Furthermore, ONO engages in activities not only for itself, but also in consideration of the soundness of customers and community and of creating a healthy environment, for example, by developing the “ONO SWITCH Project” where part of the overtime allowances that were reduced by the work-style reform is donated to healthcare NPOs and NGOs (FY2018: 7.74 million yen; FY2019: 9.51 million yen), promotion of CSR procurement, development of activities to disseminate “Health and Productivity Management” by the Osaka Prefectural government, and more.

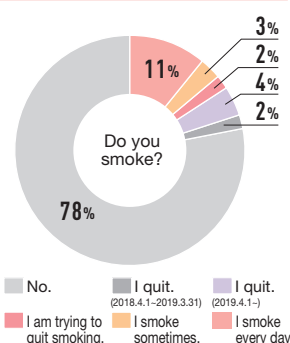
Results of Internal Investigation of Smoking

Smoking rates

(Source: Questionnaire in 2018 and 2019)



Results of the “Survey on Attitude (regarding smoking) for the Health and Productivity Management Activities” (May and June 2019)



Major Activities

Passive Smoking Prevention

- All sites smoking-free on the premises of the company (since April 2019)
- Activities to raise awareness by conducting internal questionnaires, displaying original posters, etc.
- Supporting employees trying to quit smoking by granting subsidies to see a doctor at a smoking cessation clinic, providing online programs for smoking cessation, etc.



Lifestyle-related Diseases and Cancer Measures

- Requiring employees to receive an annual health checkup (Employees over 35 years old and their dependent spouses can optionally undergo a complete medical checkup instead of a statutory health checkup)
- Established contract facilities for complete medical checkups in prefectures throughout Japan
- Supporting the cost of screening tests for each type of cancer
- After the medical checkup, occupational health staff may recommend that employees visit a medical institution, provide health guidance, recommend to participate in specific health instructions, etc.

Medical examination rate

99.7% (FY2019)

Mental Health Measures

- ONO has provided internal training on mental health and conducted individual consultations by occupational health staff
- Stress checks for all employees once a year
- Established an external free consulting service counter and developed a system where employees can consult with experts via phone or e-mail in addition to face-to-face consultation

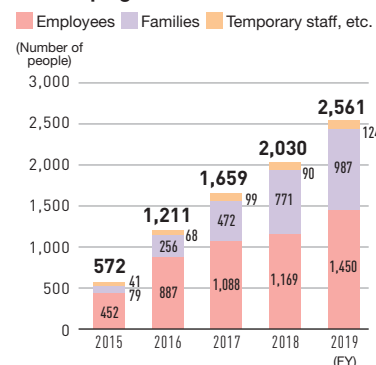
Rate of employees undergoing stress checks

99.8% (FY2019)

Development of Self-care Environment

- Operating a portal site where employees can check the results of their complete medical checkup and regular health checkups
- Established "Health Management Sites" that compile information from the stress-check system and health consultation counters
- Providing health-care application software for lifestyle correction and improvement
- Conducting a walking campaign every year for health improvement and reconstruction support for the Kumamoto Earthquakes (FY2019: Purchased 4.3 tons of new rice from affected farmers)
- Conducting an annual session to measure body composition, blood vessel age, bone density, and more at major workplaces
- Distributing health age notifications that are calculated based on the health checkup results and show the difference between health age and actual age ([Average of people over 35 years old] FY2018: -1.4 years; FY2019: -1.5 years)

Number of Participants in Walking Campaign



Recognized under the 2020 Health & Productivity Stock

Recognized for ONO's activities towards Health and Productivity Management, ONO was recognized for the first time under the 2020 Health & Productivity Stock, selected jointly by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange, as a listed company considering employee health management from the perspective of business management and engaging in the activities in a strategic manner. In addition, ONO has also been recognized for two consecutive years as an "Health & Productivity Management Outstanding Organization 2020 - White 500 (large enterprise category)," promoted jointly by the METI and Nippon Kenko Kaigi.



* "Health and Productivity Management" is a registered trademark of Nonprofit Organization Kenkokeiei

Human Resources and Human Rights

Concept of Human Resource Development —

We aim to develop human resources who become source for us to grow to be a global R&D oriented pharmaceutical enterprise as well as act in an ethical manner with a strong sense of responsibility as a member of a pharmaceutical enterprise involved in pharmaceutical products, which are closely related to the lives of people.

Desired characteristics of Ono Employees are those who:

- are motivated, proactive, self-disciplined, independent and make confident choices
- are innovative, aspirational and persistent
- can work collaboratively in a global team environment
- have a strong sense of ownership for, and take pride in their roles
- always has a positive attitude and seeks opportunities for professional growth
- act in an ethical, honest and trustworthy manner

Provision of Growth Opportunities —

We organize a wide range of training programs to provide employees with growth opportunities. For example, collective training is given in each phase of their career growth, we have introduced company-wide joint training for new employees along with all divisions, departmental introductory training, and annual training for young employees. We also organize training programs to cultivate global human resources who can work actively under any circumstances, and send employees to overseas affiliates.

For management staff, we provide training focusing on management skills required for their respective roles and managerial positions and for the growth of the organization, and we continuously enhance the training programs. After the training, the direct supervisor of participants assesses the

effects of the training. In FY2019, 79.3% of supervisors answered that “the behavior of my subordinates changed after the training.” Furthermore, to develop individuals with our desired attributes, i.e., “those who are self-disciplined, independent and make confident choices,” we work to expand voluntary training programs in which employees can choose to participate according to the interests and skills they want to develop. Also, to encourage the self-development of employees, we have introduced a subsidy program for employees who take classes for self-enrichment.

In addition, to provide growth opportunities for our employees, mainly medical representatives (MRs), we conduct on-site training at medical institutions and patient associations’ lecture meetings. This training enables our staff to listen firsthand to the opinions of patients and medical professionals and deeply understand the needs of those working at the medical frontlines. Thus, by providing broad-ranging opportunities to learn, we provide opportunities for growth through mutual stimulation.

Respect for Human Rights —

In every area of our business activities, ONO understands and respects the human rights of each individual in terms of the diversity of values, personalities, and characteristics and will act accordingly. In upholding this principle, we prohibit any discrimination or harassment in and outside the Company due to race, nationality, ethnicity, gender, age, colour, religion, belief or philosophy, sexual orientation or gender identity, academic background, disability or illness, or any other attribute.

ONO supports the 10 principles of the United Nations Global Compact and pursues human rights initiatives in compliance with international standards, including the Universal Declaration of Human Rights, the ILO’s Declaration on Fundamental Principles and Rights at Work, and other standards. We also engage in human rights due diligence to prevent and reduce adverse effects on human rights. In June 2020, we established these policies as the ONO Pharmaceutical Human Rights Global Policy. For details, please see our website.

Summary of Common Education and Training Programs for All Divisions in FY2019

Position		Activities to disseminate the mission statement	Training programs for future top management candidates	Global human resource development	Training by hierarchy	Self-development training	Other
Management staff	Corporate Officers	Workshop for deep understanding our mission statement On-site training at medical institutions Patient associations’ lecture meetings / Virtual Reality (VR) patient experience	Training selected employees Training selected employees Training selected employees Training selected employees	Special training program for global business Speaking skill of English training program	Manager training Training for new managers Training for new core employees Training for individual contributors promoted to the highest level Training for general employees promoted to higher grades	Correspondence courses / Online foreign language conversation / Support for qualification tests Elective and voluntary training	Diversity management training Career planning training Coaching training
	Manager						
	Manager class						
General employees	Manager candidate						
	Mid-level employee						
	Newly hired employee						

Promotion of Diversity and Inclusion

At ONO, we make continuous efforts to promote diversity in our workplaces. For the purpose of responding promptly and flexibly to environmental changes and increasing corporate value, we believe that it is important to enhance the diversity of our corporate members' attributes, set of values and behavior, while recognizing their individualities. In order to recognize the importance of diversity and to proactively incorporate diversity into our human resources strategies, we provide Diversity Management Training to all managers. In addition, we are promoting an increase in understanding by including content with the aim of increasing "Diversity & Inclusion" in the training provided based on the employees' years of service to the company and the job position. As well as striving to share information on know-how and activities for increasing diversity by participating in cross-industry study meetings and seminars.

Activities to Promote Female Employee Participation in the Workplace

A priority in this area is our recognition of the need for systems whereby female employees specifically can realize their full potential. As a result of our efforts to proactively hire female employees and discourage female employees from quitting after major life events, the number of female employees has been steadily increasing, and the employment rate of female employees as of March 2020 rose by 4.3% compared that as of March 2013. Other initiatives to create an environment in which female employees can play more active roles include the introduction of programs aimed at improving diversity and inclusion embedded within management staff training and seniority-/hierarchy- based training.

We have participated in the "Diversity Western Japan Study Group," which is operated voluntarily by about 60 companies

from western Japan and other parts of the country since 2015 to share information on know-how and initiatives focused on the improvement of diversity through participation in seminars held beyond the boundaries of companies and other activities.

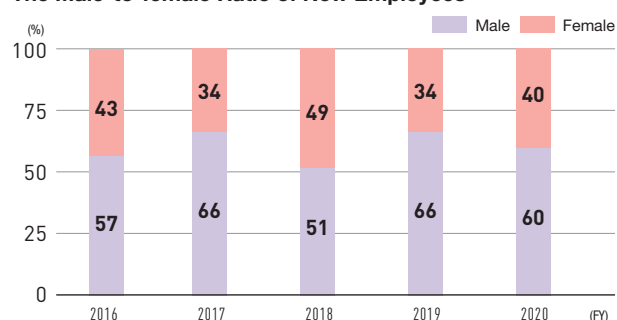
We continuously work to increase the number of female employees and build a system that helps women develop their career in line with our five-year action plan (from April 1, 2016 to March 31, 2021) formulated in response to the Japanese government's enactment in FY2015 of a law to promote women's roles in the workplace (Act on Promotion of Women's Participation and Advancement in the Workplace).

Effort Made for Promoting Active Participations of Persons with Disabilities and Employing Mid-career Persons

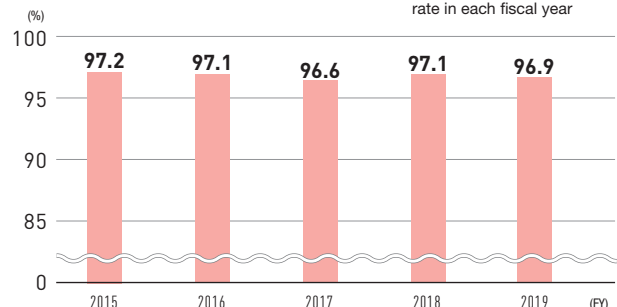
As part of its commitment to improving diversity, ONO has been actively recruiting persons with disabilities, who account for an employment rate of 2.20% as of March 31, 2020. This exceeds the legally stipulated rate. Approximately 50 employees with disabilities are currently playing an active role in their respective divisions.

We have also been expanding mid-career employment to quickly obtain human resources with the skills, knowledge, and experiences that are needed immediately. Especially since FY2014, when we started to actively promote such employment in consideration of changes in the business environment, the number of mid-career employees has been increasing substantially in broad range of jobs such as MRs, development personnel, staff in the safety information management department, and administration staff. A total of about 20 new employees joined ONO in FY2019. Many mid-career employees are working to play their respective parts using their experience and expertise.

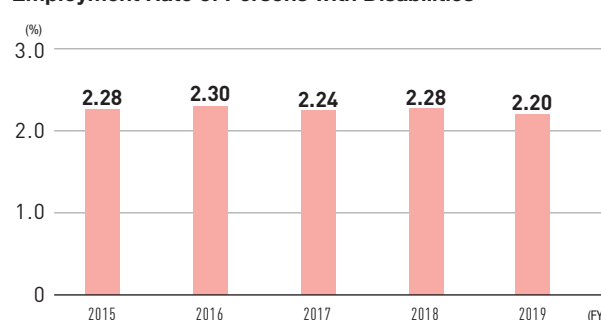
The Male-to-female Ratio of New Employees



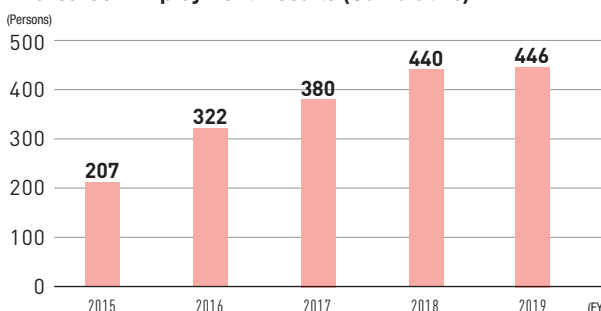
Retention Rate of Female Employees * Retention rate: 100- turnover rate in each fiscal year



Employment Rate of Persons with Disabilities



Mid-career Employment Results (Cumulative)



Cultivation of Employee-friendly Workplaces/ Safety and Health

ONO is moving ahead to create workplaces where employees can work with a sense of security. We are continuously committed to the development of support systems and working conditions that help employees work in various styles, as well as the improvement of their work-life balance, so that each and every person in our diverse workforce can bring energy to their work and demonstrate their full potential.

Promotion of the Review of Working Styles —

ONO reviews working styles with the purpose of increasing productivity by balancing improvements in operational efficiency with the creation of an attractive work environment. We appoint a promotion committee member in each department to involve the whole company in the activities, and the members work to raise awareness and encourage employees to improve operational efficiency and take paid holidays. We have also improved the system by making use of IT and introduced a flexible time system and telecommuting system. Through the use of these systems, we achieved such positive results in FY2019 as a 14.5% reduction in overtime work hours compared to FY2014, the year before the system was put in place, as well as a 24.7% increase in the rate of paid holidays taken.

Childcare Support Activities —

ONO recognizes that one of the issues that companies should address is to support child-rearing families throughout society and to create an environment where children can be born and raised. In 2005, we formulated an action plan based on the “Act on Advancement of Measures to Support Raising Next-Generation Children” established by the Japanese government, and are working to support work-life balance. After April 2017, we introduced a new childcare support system, “Encouraging Leave for Childcare Participation,” and as a way to promote understanding of the workplace among male employees who take childcare leave, child-rearing is a life event for both men and women. We are also promoting the creation of an environment where men can actively participate in childcare. In November 2019, we received a special certification mark (Platinum Kurumin*) for its support for balancing work and childcare and creating a work environment.



*Kurumin Certification: A certification by the Minister of Health, Labour and Welfare for childcare support company.

Programs to Enhance Worker-friendliness —

ONO has in place various systems aimed at creating a pleasant working environment in addition to the programs required by law. We have listened to the voices of employees and developed systems that meet their actual needs. When introducing a program for which legal standards are specified, we set up the program in a way to exceed the standards. Thus, we continuously work to develop support systems so that employees have many options for working styles. We also prepare and post a booklet on our intranet that summarizes the systems to inform employees about the contents and how to use them.

List of Support Systems

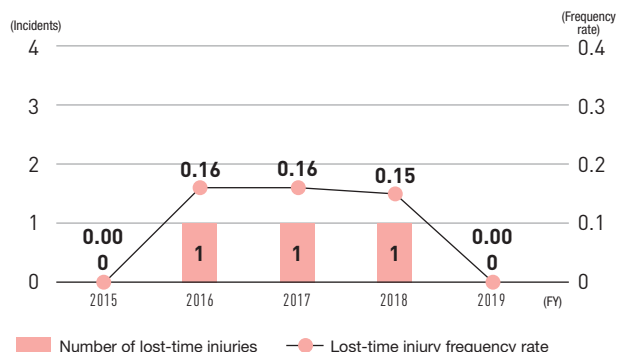
Systems that exceed the standards specified by labor related laws	Childcare leave, Shortened work hours for childcare, Nursing care leave
Legally required systems	Shortened work hours for nursing care, Family care leave
Systems that promote flexible working styles	Flexible working hours, Telecommuting system, Hourly-basis annual leave
Various leave and subsidy systems (extract)	Accumulated holidays, Holidays to encourage employees to take part in child-raising, Maternity protection leave, Support of employee volunteer activities, Subsidies for day-care centers and baby-sitting, Subsidies for sick child care
Other systems	Support for Employees with Cancer, Use of company cars to pick up and drop off children, Day-care Center Concierge (day-care center enrollment support system), Consideration of working sites in relation to marriage and spousal job relocation, Re-employment for employees who have quit ONO, Non-regular re-employment

Commitment to Safety and Health —

For safety and health, ONO holds regular meetings with the safety and health committee to identify issues and continuously improve the work environment. Our production sites and research institutes conduct safety and health inspections, share the problems identified during inspections in the committee, and make proposals for improvement to disseminate information and take relevant actions. The inspections are carried out in all ONO workplaces every year to check the items including measures and equipment for the prevention of fires and other disasters, safe handling of machinery, the level of safety in daily work, transport work, and the level of neatness, tidiness, and cleanliness in workplaces.

At the ONO Head Office and other company sites where a Health Committee is established, the Committee discusses various issues to maintain employee health based on the results of workplace environmental measurements. In addition, the Central Safety and Health Committee is held to provide opportunities for sharing information and exchanging opinions between all Safety and Health Committees and Health Committees of each business and considering policies and measures that contribute to sanitation as a whole company.

Number of Lost-time Injuries and Lost-time Injury Frequency Rate



Scope of data collection: Employees at all worksites in Japan (excluding business vehicle accidents before FY2016)
Lost-time injury frequency rate=(number of lost-time injuries / total number of actual working hours) × 1,000,000

Social Contribution Activities

We recognize and engage in social contribution activities as initiatives for the sustainable development of society, under ONO's Global Policy on Social Contribution Activities.

▶ Ono's global policy for social contribution activities
<https://ono-csr.disclosure.site/en/themes/115#982>

Efforts for Advancement of Medicine and Pharmacy

We are making efforts to meet unmet medical needs and contribute to advancement of medicine and pharmacy. In 1988, the ONO Medical Research Foundation was established with donations from ONO. The Foundation provides grants for research activities in the field of lipid metabolism disorders and also aims to promote research and treatment in that field through various projects and thereby contribute to the health and welfare of the public. The Foundation has provided research grants and scholarships every year since its establishment and gave an Osamu Hayaishi Memorial Award to one researcher, research grants to 12 researchers, and scholarships (for researchers under 40 years old) to 16 researchers respectively in FY2019.

In addition, we have supported the Japanese Biochemical Society's Osamu Hayaishi Memorial Scholarship for Study Abroad, which assists researchers who are willing to research biochemistry-related life sciences in general in studying abroad, from FY2017, and we made a decision to support eight researchers in October 2019 as scholarship winners in FY2020. In addition, through the Ono Pharmaceutical Foundation's research grants to overseas researchers, we contribute to promoting research and the foundation of innovation.

Efforts for Supporting Patients and Their Families

We conduct the following health-related activities to provide a wide range of support for people such as patients and the families of patients.

- Transmitting Information through the Website
 - For Patients and Families: Explaining the symptoms and treatment of familiar diseases and everyday practices for health.
 - ONO ONCOLOGY: ONO provides a website where you can learn about diseases and treatment in oncology and the concept of cancer immunity.
 - Dementia Treatment Connected by Smiles and Heart: ONO operates a website that considers dementia with people involved in dementia treatment and nursing care.
 - Released a short movie to increase dementia awareness: "Grandma's World."
 - Providing free smartphone applications aimed at supporting patients with lifestyle diseases.
- Cooperation in holding seminars for citizens on diseases
- Participation in Relay for Life (since FY2014): Participating in activities to support patients with cancer and their families, to face cancer as an entire community, and to control cancer.
- Implementation of "Communication & Link Exhibition": Introducing the paintings, calligraphy, and other works created by patients with dementia on the website.
- Supporting member of Solaputi Kids' Camp (since FY2014): ONO supports this camp with medical care where children with serious illnesses can pursue their dreams.

Efforts toward an Education for the Children's Health

We are continuously engaging in activities to support the development of children, who will be responsible for the future.

Implementation of "Healthy Body Campaign" (since FY2014)	A reconstruction assistance activity from the Great East Japan Earthquake to contribute to reducing one of the social issues in affected areas, childhood obesity, by cooperating with top athletes and medical specialists on lifestyle-related illnesses.
Classes focusing on dementia by visiting schools (since FY2014)	Classes for junior- and senior-high school students with medical specialists as lecturers to consider dementia as a familiar disease and to acquire appropriate knowledge.
Science classes focusing on medicine (Minase Research Institute: Since FY2015; Joto Plant: Since FY2019)	Science classes provided by ONO researchers to increase interest in studying science among 6th grade elementary school students in the town of the Minase Research Institute and the neighboring Joto Plant.
Donation of toothbrushes (Minase Research Institute: Since FY2014; Joto Plant: Since FY2018)	ONO donates toothbrush sets to children in elementary schools, kindergartens, and nursery schools in the town of the Minase Research Institute and children in the elementary school neighboring the Joto Plant for Tooth and Mouth Health Week, from June 4 to 10.
Sponsoring the performance Kokoro no Gekijo (Theatre of the Heart), hosted by the Shiki Theatre Company / Butai Geijutu (Performing Arts) Center (since FY2017)	Activities to invite children to the theater with the aim of sharing the importance of life and the heart to consider a person with children through performing arts.
Sponsoring "Kodomo Hon no Mori Nakanoshima (The Nakanoshima Children's Book Forest)" (since FY2017)	Activities aimed at encouraging children to develop rich creativity through books, arts, and culture.



Healthy Body Campaign



Science classes focusing on medicine



▶ For more details on Social Contribution Activities, see ONO's CSR website.

<https://ono-csr.disclosure.site/en/themes/115>

Efforts Made for Improving Access to Healthcare

Even today as we see remarkable developments in the medical field, there are many diseases against which no effective treatment exists. Also, in low- and lower middle-income countries, there are many people who have difficulty receiving necessary medical care due to various reasons such as inadequate medical infrastructure and poverty. Under the corporate philosophy “Dedicated to Man’s Fight against Disease and Pain,” we aim to improve access to healthcare by pursuing the following goals: the development of innovative pharmaceutical products, improvement of medical infrastructure, and establishment of partnerships with outside parties. We currently sell our pharmaceutical products ourselves in Japan, South Korea, and Taiwan; in Asia, including Japan, we will make efforts for improving access to healthcare including the treatment of rare diseases. In regions other than Asia, we will make efforts to provide pharmaceuticals with the help of our partner companies. We will also work on supporting medium- and long-term activities to strengthen medical systems by means such as medical education and the development of medical infrastructure through partnerships with NPOs and the Global Health Innovative Technology Fund.

▶ Our policies on intellectual property rights and on patents in countries with limited access to healthcare are introduced on our CSR website.

<https://ono-csr.disclosure.site/en/themes/124#907>

The Direction of our Efforts

- Promotion of research and development for measures against diseases for which patients’ medical needs are not yet met, rare diseases, and intractable diseases
- Local medical education, training of medical personnel, improvement of medical supplies in countries and regions where medical infrastructure is not fully developed
- Strengthening the medical system through partnerships with external parties

Working on the Creation of Pharmaceuticals

We are developing pharmaceuticals and providing pharmaceuticals through drug discovery and licensing activities for rare diseases for which the number of patients is small and therefore it is difficult to develop therapeutic agents. In addition, we consider pharmaceuticals that are appropriately assessed for children should be used for child patients and we engage in obtaining additional approval for indications for child patients. For drug discovery and research for intractable diseases, we are engaging in activities to provide new options for treatment in industry-academia cooperation. Together with Keio University, Kochi University, the National Institute of Biomedical Innovation, Health and Nutrition, Mitsubishi Tanabe Pharma Corporation,

Efforts Made against Rare Diseases

Product name	Indication	Date designated as an orphan drug	Status
OPDIVO intravenous infusion	Unresectable melanoma	2013.06.17	Approved
	Relapsed or refractory classical Hodgkin lymphoma	2016.03.16	Approved
	Unresectable advanced or metastatic malignant pleural mesothelioma	2017.12.01	Approved
DEMSER Capsules	Improvement of status of catecholamine excess secretion in patients with pheochromocytoma	2015.05.25	Approved
KYPROLIS for intravenous infusion	Relapsed or refractory multiple myeloma	2015.08.20	Approved
ONOACT for intravenous infusion	Refractory and urgent fatal arrhythmia (ventricular fibrillation and hemodynamically unstable ventricular tachycardia)	2016.08.24	Approved
MEKTOVI Tablets	Unresectable melanoma with a BRAF mutation	2018.03.30	Approved
BRAFTOVI Capsules	Unresectable melanoma with a BRAF mutation	2018.03.30	Approved
VELEXBRU Tablets	Primary central nervous system lymphoma (PCNSL)	2019.08.20	Approved
	Waldenström macroglobulinemia (WM) and lymphoplasmacytic lymphoma (LPL)	2019.11.19	Approved

Efforts to Obtain Approval for Pediatric Use

Product name	Indication	Status
ONON Dry Syrup	Bronchial asthma and allergic rhinitis	Approved
EMEND Capsules	Digestive symptoms (nausea, vomiting) resulting from the administration of antineoplastic agents (cisplatin, etc.) (including the delayed phase)	Approved
PROEMEND for intravenous injection	Digestive symptoms (nausea, vomiting) resulting from the administration of antineoplastic agents (cisplatin, etc.) (including the delayed phase)	Approved
ORENCIA for intravenous infusion	Active polyarticular juvenile idiopathic arthritis	Approved
ONOACT for intravenous infusion	Tachyarrhythmia in low cardiac function	Under Development

and Daiichi Sankyo Co., Ltd., we established the Immune-mediated Inflammatory Diseases Consortium for Drug Development for the purpose of drug development research targeting intractable immuno inflammatory diseases in May 2018. It is expected that the achievements of this consortium will lead to the creation of next-generation pharmaceuticals with high utility against intractable immunoinflammatory diseases and also enable the provision of new treatment options for patients and healthcare professionals.

Participation in the Global Health Innovative Technology Fund

We became a member company of the Global Health Innovative Technology Fund (GHIT Fund) in 2018. The GHIT Fund is an international, non-profit organization that invests in the development of new drugs against various diseases such as malaria and tuberculosis, other less marketable drugs against neglected tropical diseases and other minor diseases, vaccines, and diagnostic agents, and is funded by the Japanese government, the Bill & Melinda Gates Foundation, the Wellcome Trust, and private enterprises in Japan and overseas. In order to reduce the health disparities between developed countries and low- and middle-income countries, the therapeutic agents, vaccines, and diagnostic agents developed through the GHIT Fund's investments are priced according to the "No Gain, No Loss" principle. We understand the efforts and policy, and we contribute to the funding of the GHIT Fund. Through participation in the GHIT Fund, we will strengthen the establishment of partnerships aiming to improve access to healthcare in low- and middle-income countries.

ONO SWITCH Project

As an effort made to promote both Work Style Reform and activities to contribute to society, we started ONO SWITCH Project in August 2018. This effort is an effort to make donations to NPOs/NGOs related to medical care using the money saved through the reduction of overtime work through the promotion of Work Style Reform, aiming to further promote the embodiment of the corporate philosophy "Dedicated to Man's Fight against Disease and Pain" by contributing to the promotion of working style reform and healthcare and people's health around the world.

The project was named by abbreviating **Save the World** by our work style **ImprovemenT** and **CHange** (meaning saving the world through improvement and reform of our ways of working). The project name also expresses switching work methods to new ones, switching the funds obtained through working style reform to donation, and switching on the process of reexamining how to work.

In this project, we will work on improving access to healthcare products and improving medical infrastructure through partnerships with outside parties.



Example of Projects Donated to by ONO: A scene at a training session on primary life-saving measures in Cambodia

Recipients of ONO SWITCH Project (FY2019) We donated to the following NPOs based on responses to questionnaires targeting all our employees.

Partner	Description of efforts made	Area of operation
Vaccines for the World's Children Japan Committee	(1) To donate combined diphtheria/pertussis/tetanus (DPT) vaccines (for 50,000 persons) and hepatitis B vaccines (for 8,000 persons). (2) To donate coolers for vaccines leading to support for medium- and long-term vaccine supplies.	Bhutan
Japan Heart	(1) Continuing support for the education of students aiming to become healthcare personnel since FY2018. (2) Donated CBCs*1 (automatic blood cell counters) so that accurate examination results were able to obtain from patients with dengue fever, etc. (3) To use practice models and provide lessons on cardiopulmonary resuscitation and delivery assistance for community members and staff members.	Cambodia
Future Code*2	(1) To donate PCR testing equipment for detection of novel coronavirus or X-ray equipment to new hospitals. (2) To provide medical examinations and hygiene education, including handwashing, etc., at orphanages.	Bangladesh
People's Hope Japan*2	(1) To support training and skill monitoring for midwives. (2) To support training and skill monitoring for assistant midwives.	Myanmar

*1 CBC: It refers to an automatic blood cell counter or automatic hemocytometer that measures red blood cells, white blood cells, blood platelets, etc. *2 These activities will start in FY2020.

▶ Details of ONO SWITCH Project are introduced on ONO's CSR website.
<https://ono-csr.disclosure.site/en/themes/124#909>