

October 2, 2023

Ono Pharmaceutical Co., Ltd.

Ono Starts the Operation of Global Human Resources System

- Introduction of “Workday HCM”, a Human Resource Information System -

Ono Pharmaceutical Co., Ltd. (Osaka, Japan; President and CEO: Gyo Sagara; "Ono") announced that it has started a unified global human resources system for domestic and overseas employees from October 2023, as part of our efforts to strengthen the management foundation for the promotion of globalization.

In association with the commencement of such a new system, Ono has introduced the “Workday Human Capital Management (Workday HCM)”, a human resource information system from Workday Japan KK (Tokyo, Japan) which is a Japanese subsidiary of Workday, Inc. (Pleasanton, CA, USA), and started its operation to drive the maximization of both individual and organizational productivity.

In our pursuit to become a global specialty pharmaceutical company which can deliver our innovative products to patients worldwide, Ono has been working on establishing an organization by which we can pursue our global development and sales of our own products by ourselves. Currently, we have local affiliates in the United States, Europe (UK), South Korea, and Taiwan. Until now, we have operated with independent human resources system and its information systems in Japan and each local affiliate.

To further promote our overseas business operation and expansion, we have recognized the necessity for a unified performance management system and organizational management that spans across regions. Therefore, we have established a unified global human resources system for employees both in Japan and overseas, as well as introduced the Workday HCM to centrally manage all human resources information.

In our growth strategy, we believe that sustainable growth can be achieved through the collaboration between "Versatile human resources" who support the management foundation in an inter-department manner and "Professional human resources" who have the skills and expertise to promote each growth strategy. Through the implementation of these unified global human resources systems, we will promote the expansion of globally competitive human capital.

■ Overview of the Global Human Resources system:

The new human resources system aims to standardize talent management and business processes, including human resources system, by unifying the concepts and processes of "job grades," "Performance management," and "compensation" on a global level.

① Grading System:

Employees' roles and responsibilities will be clearly defined, and job grades will be determined according to globally common standards. The introduction of the new grading system will cultivate a sense of satisfaction regarding the expected roles, accomplishments, and compensation, and promote employees' career autonomy by clarifying the requirements for each position.

② Performance Management System:

Through several discussions primarily involving our managements, we have formulated global common competencies (a clear statement of the thinking and behavioral styles we expect from our employees) that reflect our strengths and values. By standardizing evaluation items, criteria, and processes, we aim to facilitate the active participation, development, and demonstration of competencies by employees across countries and regions.

③ Compensation System:

We have established global common guidelines to realize a more competitive compensation system in the market. This system will reward employees who contribute to achieving results and demonstrate competencies, fostering a sense of fulfillment in their work. The new compensation system is scheduled to be implemented in the fiscal year 2024.

■ Introduction of Workday HCM:

Alongside the implementation of the global human resources system, we have commenced the operation of the Workday HCM, a human resource information system. So far, we have used different system foundations for each domestic and local affiliate. This time, centralized global management of organizational and personnel information through Workday HCM enables real-time visualization and utilization of such information across countries and regions, as well as from the perspective of internal information management, accelerated deployment and expansion of global systems.

Moving forward, Ono will continue to enhance the functions and data related to succession planning, training, and recruitment, and further improve productivity through the execution of strategic human resources initiatives on a global level, and promote the standardization of human resources operations.

About Workday HCM

Workday HCM is a human resources management solution that provides corporate organizations with the necessary insights, agility, and experience in a single system to enable them to quickly and flexibly use their human resources in a constantly changing world. As Workday HCM enables management of human resources data through a centralized, easily visualized interface, immediate decision-making based on personnel-related data can be directly applied to management strategy. In addition, optimal functional expansion such as analytics and planning can be made in line with changes and growth in future human resources strategies and business.

About Workday, Inc. (US Workday)

Workday is a leading provider of enterprise cloud applications for finance and human resources, helping customers adapt and thrive in a changing world. Workday applications for financial management, human resources, planning, spend management, and analytics are built with artificial intelligence and machine learning at the core to help organizations around the world embrace the future of work. Workday is used by more than 10,000 organizations around the world and across industries – from medium-sized businesses to more than 50% of the Fortune 500. For more information about Workday, visit workday.com.

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