

August 21, 2018

Announcement of Expansion of Initiatives to Return the Allowances Corresponding to Overtime Work Reduced through Work Style Reform to Employees and Society

Ono Pharmaceutical Co., Ltd. (Osaka, Japan; President, Representative Director: Gyo Sagara, "ONO") announced that it has expanded initiatives to return the allowances corresponding to overtime work which may be reduced by promoting work style reform to employees and society.

ONO's work style reform aims at improving productivity both by enhancing an efficiency of work and creating an attractive working environment. According to the basic policy for returning an outcome achieved by enhanced productivity from the result of work style reform, ONO will return all reduced overtime allowances to employees and also make a return to society separately.

Regarding the return to employees, ONO will expand childcare support for sick children and childcare center activities, and enhance welfare programs, as well as support employees to obtain qualifications for self-improvement. These return methods have been decided based on the plans examined by employee ranks, and aim to further promote work style reform work by returning to employees.

The return to society is entitled "ONO SWITCH Project", which is an effort to donate the amount obtained by multiplying the allowance for reduced overtime by a certain ratio to NPO and NGO involved in medical care. It aims to promote the work style reform, contribute the medical care and health of the world, and further promote to embody the corporate philosophy "Dedicated to Man's Fight against Disease and Pain". The name of the project is excerpted from the capital letter of "Save the World by our work style Improvement and CHange". It also contains meanings "to switch work style, to switch resource obtained from the work style reform to donation and to switch a review of work style".

"ONO SWITCH Project" is a three-year project. ONO will work on social issues this year to bring medical care and health to all people by partnership with "The Supporting Network for NANBYO (meaning intractable diseases) Children of Japan", "Japan Committee Vaccines for the World's Children" and "Japan Heart" based on a questionnaire conducted to all employees. The following table shows an outline of initiatives with each partner.

Organization to contribute in FY2018

Country	To contribute	Content
Japan	The Supporting Network for NANBYO (meaning intractable diseases) Children of Japan 	① Holding symposiums to provide information on intractable diseases
		② Providing camps and events as a circumstance to communicate among families having children with intractable diseases
Abroad	Japan Committee Vaccines for the World's Children 	① Supporting combination vaccine of diphtheria, pertussis and tetanus, and hepatitis B vaccine used in Bhutan for 1 year
		② Donating refrigerator for vaccine
	Japan Heart 	① Assisting high school students with outstanding grades from Cambodia who are aiming to be doctors and nurses who are unable to enter the university due to poverty of families (for 6 years)
		② Implementing a training program on initial response at sudden change, mainly on cardiopulmonary resuscitation to Cambodian physicians who are lack of experience

In addition to our main business of creating and discovering new drugs, we continuously strive to contribute medical care and health of the world and to fulfill our mission as a pharmaceutical company through this effort.

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