

Ono Pharma Selected as "2026 Health & Productivity Stock"

- Selected for the Health & Productivity Stock for the third time
- Certified as a Health & Productivity Management Outstanding Organization (White 500 / Large Enterprise Category) for the eighth consecutive year
- Positioned health management as the foundation of our growth strategies, continuing our challenges in contributing to society through the creation of innovative medicines

Osaka, Japan, March 9, 2026 - Ono Pharmaceutical Co., Ltd. (Headquarters: Osaka, Japan; President and COO: Toichi Takino, "Ono") announced it has been selected as a "2026 Health & Productivity Stock," a designation jointly awarded by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE).

This selection marks the third time in two years since FY2024. This time, 44 companies from 28 industries were selected out of 3,765 that participated in the Survey on Health and Productivity Management.

Ono was also recognized by the METI and the Nippon Kenko Kaigi as a "2026 Certified Health & Productivity Management Outstanding Organization (White 500 / Large Enterprise Category)" for the eighth consecutive year.



*: "Health and Productivity Management" is a registered trademark of the NPO Health Management Research Association.

Under the corporate philosophy "Dedicated to the Fight against Disease and Pain", Ono aim to contribute to society through the creation of innovative medicines. To continue our challenge in realizing this philosophy, we believe it is essential to foster a healthy and secure working environment for our group employees, both physically and mentally, as well as to ensure the well-being of their families. For this reason, we are actively engaged in health and productivity management initiatives.

As part of our efforts to expand human capital, we are working to raise health awareness among employees by setting a target to reduce the gap between employees' "health age"^{*} and their actual age by 3.0 years. Since 2009, we have held an annual "Walking Campaign", and starting in 2024, we have implemented social contribution activities to support patients and their families based on the total number of participants and steps taken during the Walking Campaign. Through these health initiatives, we foster a culture where employees take the initiative in maintaining and improving their

health, and we are committed to creating a workplace environment where each employee can fully demonstrate their abilities and individuality.

*: "Health Age" is a registered trademark of JMDC Ltd.

Ono will continue to deepen its commitment to health management, aiming for sustainable corporate growth and further contributions to society.

Ono Pharmaceutical Co., Ltd.'s Sustainability: <https://sustainability.ono-pharma.com/en>

About the "Health & Productivity Stock":

This is granted basically to one company with particularly outstanding initiatives per industry, among TSE-listed companies that consider the health management of employees and others from a managerial perspective and are strategically engaged in health management. The selection criteria include 1) Certified Health & Productivity Management Outstanding Organization (White 500), 2) Return on Equity (ROE) for the past three years, 3) Disclosure of information to outside stakeholders, and 4) No records of major legal violations.

About the "Health & Productivity Management Outstanding Organization":

This is certified to companies that are implementing outstanding health management with the aim of creating an environment in which social reputation can be obtained, by visualizing excellent companies that engage in health management.

Contact:

Ono Pharmaceutical Co., Ltd.

Corporate Communications

Public_relations@ono-pharma.com