

March 11, 2024

Ono Pharmaceutical Co., Ltd.

Ono Selected as "2024 Health & Productivity Stock"

Ono Pharmaceutical Co., Ltd. (Osaka, Japan; President and CEO: Gyo Sagara, "Ono") announced that it has been selected as a "2024 Health & Productivity Stock" jointly managed by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE).

This selection marks the second time in four years since FY2020. This time, 27 companies from 53 industries were selected out of 3,523 that participated in the Survey on Health and Productivity Management.

Ono was also recognized by the METI and the Nippon Kenko Kaigi as a "2024 Certified Health & Productivity Management Outstanding Organization (White 500)" for the sixth consecutive year.



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

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) No records of major legal violations, 2) Certified Health & Productivity Management Outstanding Organization (White 500), 3) Return on Equity (ROE) for the past three years, and 4) Disclosure of information to outside stakeholders.

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.

Under the corporate philosophy "Dedicated to the Fight against Disease and Pain", Ono has continuously strived to contribute to society through the creation of innovative drugs. We believe that ensuring the health of our employees and their families, as well as creating comfortable work environment are crucial for the sustainable development of our company and the contribution to society, and position health management as the foundation of our growth strategy.

【Ono's Health Management Initiatives】

- Under the "Health Up Declaration" made by the top management in FY2018, the "Health Up Committee" was established by the company, labor union, industrial health staff, and health insurance union.

With the committee at the core, we have established four key themes of "prevention of passive smoking", "countermeasures against cancer and lifestyle-related diseases", "mental health measures", and "improvement of self-care environment." We are actively promoting health promotion measures and are committed to actively enhancing the health of our employees and their families.

- As part of our efforts to expand human capital in FY 2023, we have set the difference between employees' "health age*" and their actual age as a key performance indicator (KPI: -1.8 years in FY2022 → -3.0 years in FY2026) to promote awareness and improvement of employee health.
*: "Health Age" is a registered trademark of JMDC Ltd.

- Since FY2009, we have been conducting an annual "Walking Campaign" within our company to promote and maintain health by encouraging employees and their families to walk. In the FY2023, we expanded the scope of participants in the campaign to include not only domestic employees but also employees of overseas subsidiaries, promoting health management globally. Additionally, we have fostered a sense of unity of employees through not only individual participation but also team participation, and have encouraged employees to participate in the campaign voluntarily by rewarding those who have archived the pre-determined target number of steps with specialty products from disaster-affected areas, thereby contributing to society.

- Furthermore, as part of our efforts to prevent lifestyle-related diseases, we thoroughly conduct health check-ups for all employees (complete medical check-ups for employees aged 35 and above) and provide comprehensive health guidance. We also provide health apps to improve lifestyle habits. In addition, we hold health events tailored to the specific health issues at each workplace to support overall health promotion throughout the organization

Ono will continue to deepen its commitment to health management and actively engage in outreach activities to our business partner, local communities and society.

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

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