



Received WorldStar Award

Sawai received a WorldStar Award in the global WorldStar Competition sponsored by the World Packaging Organisation (WPO) for our Minodronic Acid Tablet 50 mg osteoporosis medicine it manufactures and sells. This packaging also won the Accessible Design Packaging Award in the Japan Packaging Contest 2018, and an Asia Star 2018 Award in the Consumer Package category. The packaging was recognized both in Japan and globally for allowing even elderly patients without a lot of strength to access tablets just by folding the cardboard packaging. In addition, the front of the packaging

includes space to write the date of when the medicine is taken and stickers to put on a calendar so patients do not forget to take the medicine. Sawai will continue to design packaging and innovate pharmaceutical preparations to make them easier to use for patients, especially the elderly and people with disabilities.



Sawai Web School

Sawai is striving to create environments in which highly capable people with the desire to improve themselves can make contributions to the company. The Sawai Web School was introduced in 2017 as an internal education system. This system was fully implemented in FY2018, and in the one year since its introduction, a total of approximately 10,000 employees have taken e-learning courses, providing the equivalent of 10 times the educational opportunities as group trainings. The system is closely linked to the Human Resource

Department database to manage course recipients, and is very user-friendly, with courses able to be taken on smartphones and other devices outside of the company. Sawai Web School is used for education and training by the Human Resource Department as well as those organized by other divisions, including MR training and compliance education.



Efforts to Eradicate Infectious Diseases

Sawai recognizes the importance of taking action to fight tuberculosis, AIDS, and other infectious diseases, which is also set as one of the targets of the SDGs. Sawai has been offering support for the production of and donations for educational videos about tuberculosis countermeasures and AIDS prevention to create understanding not just among medical practitioners, but also among patients and their families. In addition, Sawai offered support for the production of the medical-themed movie "For Global Health" and has conducted other

donation and charity activities. Sawai received a letter of appreciation for its contributions from the Japan Anti-Tuberculosis Association, which organizes the Double-Barred Cross sticker movement aimed at eliminating tuberculosis and other lung diseases to create a healthy and bright future.

The Double-Barred Cross sticker movement character "Seal Boya"



Labor-Management Cooperation

On September 27, the Labor-Management Work Style Reform Committee, which was formed in FY2018, proposed the following six solutions to issues to President Sawai.

[Issues to address]

- Revision of the work shift system to meet operational needs
- Shortened work hours with higher efficiency
- Making specific tasks less dependent on specialized individual skills
- Strengthening capacity development
- Encouraging greater organizational metabolism
- Facilitating greater information sharing among organizations and between management and staff levels

Amid predictions of a highly challenging business environment surrounding the pharmaceutical industry from the effects of the major drug pricing reform, labor and management are working together to resolve the issues of improving productivity and promoting work-life balance.



From left: President Mitsuo Sawai and Chairman Toshitaka Niiyasu of Sawai Pharmaceutical Workers Union

Selected for the MSCI Japan Empowering Women (WIN) Select Index

Sawai was selected for the MSCI Japan Empowering Women (WIN) Select Index, which is one of the indices used by the Government Pension Investment Fund Japan (GPIF), an independent administrative institution and one of the world's largest public fund investors, to make investments based on ESG initiatives, an indicator of non-financial value. Companies that lead their industry in employing,

retaining, and promoting women and advancing diversity are selected for the MSCI Japan Empowering Women (WIN) Select Index. Sawai actively strives to advance diversity, generate new ideas and value, and create a corporate culture of openness with a sense of unity through communication and teamwork based on respect for one another's positions.

Videos Aimed at Solving Social Issues

Viewing the falling birth rate, aging society, and longer healthy life expectancy as a social issue, Sawai has created and released related videos online with the goal of contributing, even if in some small way, to solving this issue.

One video shows how to make the act of taking medicine more enjoyable for children who resist taking medicine. Sawai made this video with the wish of making this time even a little more fun and alleviating this worry for parents who are raising the next generation. Another

video discusses conversations parents and children should have at length about parents' aging, which are usually difficult conversations to have, based on a medical questionnaire that got people to talk candidly about their feelings. Sawai will continue to make these offerings to society to help solve social issues.



VOICE



Pink Ribbon Advisor Certification

The members of the Oncology and Hospital Sales Promotion Office have received Pink Ribbon Advisor certification from the Japan Society of Breast Health, an authorized nonprofit organization, for the purpose of deepening understanding for breast cancer and providing information with consideration for the feelings of breast cancer patients. Sawai intends to continue undertaking activities not only to increase people's knowledge about breast cancer, but also to provide more empathetic care that takes into account the feelings of patients, their families and other loved ones.

Some of the Oncology and Hospital Sales Promotion Office members receiving their Pink Ribbon Advisor certification