



Contributions through Business

Product Ingenuity

Sawai endeavors to design products that incorporate features that take into consideration how the patient takes the dose. For example, “Aprepitant capsule SAWAI,” which is taken in a nauseous state, was designed as a small-sized capsule with an emphasis on ease of swallowing, with the product name and dosage printed on the capsules to aid in identification.

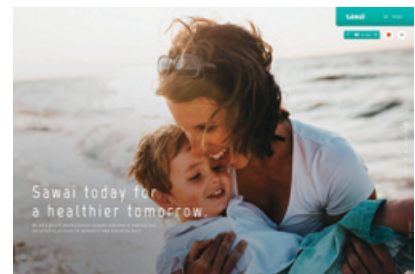
The packaging incorporates a sheet design with the number of days of actual administration so that the date can be recorded.



Comprehensive Update to English Language Website

We have comprehensively updated our global website (English language). The design and content have been revamped to be more suitable for a global website, and user-friendliness has been enhanced with the incorporation of an automatic reading function.

We will continue to promote our strategy targeting expansion into global markets.



Active Pharmaceutical Ingredients(API) Country of Manufacture Disclosure

Since July 2019, we have made public the “API country of manufacture” for our products on Sawai Pharmaceutical’s comprehensive information website for healthcare workers. We disclose information on the percentage of API



manufacturing countries and final drug substance manufacturing locations by country so that healthcare workers can use drugs sold by the Company with peace of mind.

Release of GeneriQ

In September 2019, we released a video using virtual reality (VR) to simulate a factory tour. The video is presented in an RPG format and features the Sawai Pharmaceutical official mascot Gene-Chan® as the brave main character attempting to reveal six secrets inside the factory. Viewers can experience the clean



factory environment, our production system with state-of-the-art equipment and get a sense of the safety and quality of “Sawai Generics.”

Connection to Society

Sponsoring the Osaka Great Santa Run 2019

Sawai sponsored the “Osaka Great Santa Run” charity event supporting children struggling with illness. On the day of the event, we also presented a sponsor company booth designed to deepen the public's understanding of generic drugs. By co-sponsoring events such as this, we contribute to supporting children struggling with illness and provide opportunities for learning about chemistry and drugs.



Dementia Supporter Training Course

We attended a Dementia Supporter Training Course comprising a total of seven lectures given by representatives from the Osaka Yodogawa Ward Eastern District Comprehensive Support Center to facilitate an understanding of the feelings of people with dementia and their families, as well as basic knowledge about dementia and how to care for people with dementia. This course teaches what we can do as supporters, and those who complete the course can become “dementia supporters.” A total of 185 Sawai employees received the Orange Ring, which indicates a dementia supporter.

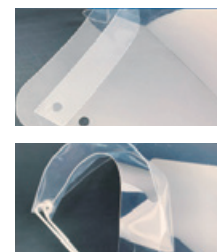


Protective Clothing Kit and Face Shield Donations

On April 27, 2020, we donated 864 sets of disposable protective clothing kits (containing a gown, mask, cap, shoe covers, face shield, inner gloves and outer gloves) to the Yodogawa Ward Office in Osaka City. In early June 2020, we donated face shields (30,000 units) to the Tokyo Medical Association. We hope these will be useful for medical institution personnel working hard during the COVID-19 pandemic.



Protective clothing kits



Face shields

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Aiming to Improve the Satisfaction of Healthcare Professionals (Pharmaceutical Drug Information Center)

At the Pharmaceutical Drug Information Center, we are constantly striving to improve the quality of telephone responses so that medical staff feel glad that they called Sawai. In order to provide medical personnel with polite and prompt information, it is essential we not only improve our response skills, but also cooperate with relevant departments to provide specific information. As a result of our daily efforts toward this goal, last year we received top marks in external evaluations. Rather than being satisfied with this accolade, we will continue striving to provide even better information for the benefit of all patients.



Pharmaceutical Drug Information Center activity

Contributions to Society

Connection to Society

Wheelchair Basketball Game Sponsorship

For the fifth time, Sawai sponsored the International Women's Wheelchair Basketball Friendship Games Osaka Cup held February 14–16, 2020. Players from Japan, England and Canada participated in the games, with approximately 12,000 people in attendance who watched and supported the heated contest over the three-day event.



Marunouchi Kids Jamboree Sponsorship

For the first time, Sawai sponsored the Marunouchi Kids Jamboree Special Edition, an event held at the Tokyo International Forum.

To facilitate a deeper understanding of generic drugs, we had a quiz booth where employees provided lessons that contributed to cultivating intellectual curiosity among children through a fun approach to learning about pharmaceutical drugs.



Efforts to Enrich Corporate Life

Health and Productivity 2020 Certification

Sawai was selected for Health and Productivity 2020 certification, recognized by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi as an enterprise engaging in efforts to advance health and productivity management.

In accordance with the corporate code of conduct that “better drugs are born from workplaces that are both mentally and physically healthy,” we assign dedicated public health nurses to each worksite who strive to coordinate occupational health activities aimed at promoting safe and hygienic workplaces.



Sustainable Development Goals (SDGs) Card Game and Workshops

On February 3, 2020, 24 employees, including executive officers from each division, participated in an SDGs card game and workshop to deepen understanding and spread awareness of the SDGs within the Company.

Although presented in a game format, there was no playing around, as participants gained an actual sense of the possibility of achieving business activities (company profits and management targets) while mutually cooperating to realize the common goals (economic, environmental, social, etc.) of a sustainable society. We also held a workshop so that participants could share their thoughts about what they had learned.



Employee Engagement Survey

We conducted an employee engagement survey to quantitatively ascertain trends in employee engagement among all employees. Findings will be used to improve issues and examine solutions pertaining to organizational culture and management. This year, employees were able to participate in the survey using a smartphone, which resulted in a 96.9% response rate, the highest response we have received since fiscal 2007. Going forward, we will continue to conduct surveys, as needed, in order to utilize the collected and analyzed results as important reference materials for management improvements.



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Sawai Pharmaceutical Workers Union
Central Executive
Committee Chairman

Toshitaka Niiyasu

Message from the Sawai Pharmaceutical Workers Union

Without the development of the Company, there can be no happiness for employees and their families. And without the growth (activity) of each employee, the Company cannot develop, which is to say, the Company cannot enhance corporate value. For these reasons, labor and management are considering measures to improve employee capabilities, while the Labor-Management Work Style Reform Committee is expanding discussions aimed at resolving issues from the standpoints of improving productivity and promoting a work-life balance. With the replacement of the President and a new management team in place, in addition to industrial policies (annual drug price revisions, etc.) and other new issues, such as how the Company must respond in the age of living with COVID-19, we will work on ways for labor and management to cooperate based on a continued sound labor-management relationship.