

Contributing through better access to healthcare

Mother to Mother SHIONOGI Project launched

We launched the Mother to Mother SHIONOGI Project in October 2015 as part of our efforts to protect the health and wellbeing of people worldwide.

Under this project, we are supporting the health of mothers and children in both Japan and Kenya through sales of our *Popon* Series of multivitamin supplements, popular for many years in the domestic market. Mothers in Japan who use *Popon* gain health benefits, while a portion of product sales and contributions from Shionogi employees are donated to a program that improves the health of mothers and children in Kenya. The program is run by World Vision International, a global NGO.

Despite its vast size, Kenya has few medical clinics, which makes it difficult for expectant mothers to receive regular prenatal checkups, give birth in a clinical setting and return home healthy with their newborn child, which we take for granted in Japan.

Our donations have so far contributed to the construction of a local medical clinic and health network in the traditional lands of the Maasai people, helping to improve the health of local people by improving access to healthcare. Through the program, we are also working to improve the autonomy of community healthcare systems by providing training for local staff in the Maasai tribal areas.



People are key to Shionogi's future and innovation — Promoting diversity management

At Shionogi, we believe companies need to continuously innovate in order to make a sustained contribution to society. The diverse values and ideas of employees are crucial to this continuous innovation and employees need a safe and healthy working environment to help them remain motivated on a daily basis. We are implementing a range of measures that emphasize this link. These measures have been rated highly by various external groups.

Chosen for the New Diversity Management Selection 100 project

Shionogi was selected by Japan's Ministry of Economy, Trade and Industry (METI) for the New Diversity Management Selection 100 project, which recognizes companies that develop innovative ideas by harnessing diverse talent in their business, including women, people from overseas, the elderly and people with disabilities. Shionogi was recognized for efforts by the Human Health Care Division to actively draw on the unique perspective of female employees in its business activities.



Shionogi certified as a leading company for women by the City of Osaka

The City of Osaka has established a certification system to recognize companies that actively promote the empowerment of women in the workplace, such as creating structures to ensure women remain motivated and providing support for work-life balance. Shionogi was awarded the highest level of certification – businesses that have set up the necessary systems and achieved tangible results. Shionogi was recognized for systems that help female employees balance work and home life and that address long working hours.



Selected as a Health & Productivity Stock

The Health & Productivity Stock selection program is part of measures in the Japanese government's Japan Revitalization Strategy aimed at extending the healthy life expectancy of Japanese people. Under the program, METI and the Tokyo Stock Exchange (TSE) select TSE-listed companies that are leaders in health and productivity management and are working to improve corporate value from a long-term perspective. The goal is to encourage companies to step up health and productivity management activities. Shionogi was selected for the 2016 list due to our efforts in a range of areas, such as initiatives to reduce the employee smoking rate to zero, walking events and the use of health insurance claim data to mitigate deterioration in employee health.

