Research and development

Established competitive advantages

- Scientific knowledge, technologies, and experience accumulated through efforts to launch new products at the earliest opportunity and be first to market
- Swift and steady responses to increasingly rigorous quality regulations

Initiatives for stronger advantages

- Research and development of new products with consideration for product life cycles, and improvements to the quality and productivity of existing products
- Development of technologies for assessing the risk of nitrosamine contamination and establishment of a specialized analytical facility

Comment

Bringing together expertise from across the organization to deliver high-quality pharmaceuticals

My workplace has a deeply rooted shared understanding that achieving higher pharmaceutical quality is connected to "always putting patients first". We therefore bring together our accumulated scientific and technological knowledge and experience as organization-wide expertise and collaborate across organizational boundaries to address the challenges before us. We also actively use digital transformation technologies, including generative AI, to standardize and streamline operations. Through these efforts, we uphold high ethical standards and compliance in research activities while further enhancing our scientific and technological capabilities. In this environment, I will continue to view every change as an opportunity for growth and sincerely take on new challenges each day as a researcher helping to lead the generic drug industry, so that I can provide patients with genuine peace of mind.



Emiko Onishi
Analytical Research II
Analytical Research Department
Research & Development Division
Sawai Pharmaceutical Co., Ltd.

Manufacturing

Established competitive advantages

- More advanced operations through the introduction of highly effective systems aligned with on-site needs, including LIMS and MES
- Expertise passed down from one generation to the next
- An organizational culture that disseminates accumulated expertise throughout the factory

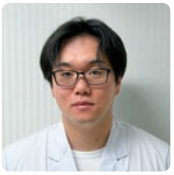
Initiatives for stronger advantages

- Education and training that convey on-site pharmaceutical manufacturing capabilities and mindsets to new employees
- Development of mid-level personnel who enhance teamwork by applying on-site awareness and expertise and drive initiatives under the medium-term business plan
- Establishment of mechanisms for sharing best practices with other workplaces and factories

Comment

Aiming to develop more user-friendly systems by listening to frontline employees

My workplace has long valued listening to the voices of those on the front lines. When introducing the Laboratory Information Management System (LIMS), an initiative under "establishing a trusted corporate foundation" in the medium-term business plan, we also work to improve operational efficiency by carefully listening to the requests of the analysts who will actually use the system. This project is led primarily by younger employees, and the team lacked sufficient frontline experience in the beginning. By actively consulting senior colleagues and learning from their past experience, the entire team is deepening its understanding of workplace operations as we seek to develop a user-friendly system. After its introduction, I hope to take the lead in ensuring stable operation and pursue improvements and training to increase the efficiency of testing operations. By continuing to listen closely to workplace feedback and passing this mindset on to the next generation of younger employees, we will enhance the ability of the entire Sanda site to respond to change.



Yuta Sugama
Quality Control Section
Quality Control Department
Manufacturing Division, Sanda Factory
Sawai Pharmaceutical Co., Ltd.

Reliability assurance

Established competitive advantages

- Close quality assurance collaboration with manufacturing sites within and outside the Group, supported by a team of 142 specialists in the Reliability Assurance Division, including 58 in the Quality Assurance Departments (headcounts as of April 1, 2026)
- Cultivation of compliance awareness and a quality culture through operational improvement initiatives
- Reestablishment and operation of an appropriate reporting system centered on management reviews for management issues relating to reliability assurance

Initiatives for stronger advantages

- A training framework designed to enhance the expertise required to properly perform quality, efficacy, and safety management duties
- Periodic reviews of the operation of the reliability assurance system through management reviews, followed by revisions and enhancements
- Deeper collaboration across the reliability assurance system, led by the marketing director, quality assurance manager, and safety control manager

Comment

Passing on a quality-first organizational culture to the next generation

My workplace is steadily fostering an organizational culture of rigorous compliance and seeing every task through to completion. As a foundation for this culture, we are enhancing education, training, and study sessions to raise compliance awareness and share and expand specialist knowledge. Personnel also visit the Sawai Group's drug product manufacturing sites each month, engaging in face-to-face dialogue and building strong relationships of trust. We value creating an environment that encourages proactive information sharing and allows everyone to offer opinions or seek advice without hesitation. We also review procedures against actual working practices and promote standardization to prevent dependence on specific individuals and avoid incidents before they occur. Going forward, I will pass on to junior colleagues the importance of quality assurance that fulfills our accountability to patients and all other stakeholders. Through attentive communication with both internal and external stakeholders, I will contribute to deeper relationships of trust and stronger collaboration.



Hiroki Kido
Quality Assurance 1 Department
Reliability Assurance Division
Sawai Pharmaceutical Co., Ltd.

Sales and marketing

Established competitive advantages

- Timely and appropriate provision of information through nine branches nationwide
- Strong collaboration with pharmaceutical wholesalers and sales companies
- An extensive range of drug information materials

Initiatives for stronger advantages

- Promotion of accurate information provision through collaboration between medical representatives (MRs) and supporting internal departments
- Strengthening of the stable supply system through collaboration with pharmaceutical wholesalers and sales companies nationwide
- Enhancement of materials promoting the proper use of the Company's products and providing patients with information on taking their medications

Comment

Providing accurate information as a bridge between Sawai's teams and the medical field

In my workplace, we strive to accurately understand the needs of patients and healthcare professionals through our daily sales activities and provide information promptly. To deliver accurate information, I thoroughly update my pharmaceutical knowledge and carefully verify information while actively learning from the outstanding work of colleagues and incorporating it into my own activities. When interacting with healthcare professionals, I always consider what to say and when from their perspective as I work to become a trusted medical representative. I reliably communicate the feedback obtained from healthcare settings to Sawai's teams, using it to further improve our products and materials. I believe my mission is to serve as a bridge between Sawai Pharmaceutical and the medical field by creating a two-way connection between frontline needs and internal initiatives.

I will continue passing on the knowledge and experience I have inherited to junior colleagues and boldly taking on new challenges without ever becoming complacent.



Aoi Mizumoto
Nagoya Branch
Sales Division
Sawai Pharmaceutical Co., Ltd.