

## Code of Conduct for Nippon Shinyaku Group

I We are always aware of our social responsibilities and act with high ethical standards based on our business philosophy and management policy. We comply with laws, regulations and internal rules and build a relationship of trust with our society.

II We, as employees who handle products related to life, do everything we can to foster nature and the quality of our work, facing challenges creatively.

III We respect the individual's human rights and personality and maintain a safe and pleasant working environment.

IV We promote sustainable business activities for the global environment and we are committed to the maintenance and improvement of these.

V We actively communicate with our stakeholders and disclose corporate information in a timely and appropriate fashion, building a relationship of trust.

VI We maintain sound and appropriate relationships with the political and administrative authorities and with our clients, and we engage in the fair, transparent and free competition.

VII We fully value and properly handle company assets including information.

VIII We reject unfair and illegal requests from antisocial forces and organizations which may threaten the order and safety of civil society.

IX As members of society, we are actively committed to social contribution activities.

X We comply with international rules and local laws and regulations in our global business activities as well as respecting local cultures and practices.