## Nippon Shinyaku Sustainability Policy

Guided by its Corporate Philosophy "Helping People Lead Healthier, Happier Lives," the Nippon Shinyaku Group strives to ensure sustainable growth as a "company with a meaningful existence in healthcare." Recognizing responses to environmental and social issues as material in its management, the Group aims to realize a sustainable society. To fulfill this aim, the Group conducts educational and awareness-raising activities intended for all employees to further develop consciousness of sustainability among them.

- We will contribute to a healthier future for people around the world by creating innovations.
- We will work to protect, preserve, and improve the global environment through our environmentally friendly business activities centered around combatting climate change.
- We will make an active commitment to communicating with society and local communities and nurturing children as future leaders.
- We will enhance our governance and ensure the transparency and objectivity of our management to remain fully accountable to all our stakeholders.
- •With full respect for the human rights of all people, we will promote diversity, equity, and inclusion and work to achieve well-being for all.