

Special Feature

Nippon Shinyaku's Global Development and "Vision for 2035"

Young and mid-career employees who will carry the future of Nippon Shinyaku passionately spoke about the current company culture, their own work, and the mindset necessary to realize global expansion.



**Yasuyoshi
Ohtani**
R&D Planning
Department
Joined in 2007

**Shimpei
Sonohara**
Business Strategy
Department
Joined in 2011
Experience of transfer
to NS Pharma



**Takeshi
Sakaguchi**
Business Strategy
Department
Joined in 2008

Eriko Yuno
Licensing Department
Joined in 2017



Reasons for Joining Nippon Shinyaku

Ohtani: I joined as a clinical development professional to work in a position closer to patients. Through the job-hunting process, I really got a sense of Nippon Shinyaku's care for job seekers, and got a feeling that this would be a good company to work for in the long term. These were the big deciding factors for me to join the Company. Currently, I am in charge of formulating product strategies for drug candidate compounds up to their launch and managing various development projects.

Sakaguchi: I strongly sympathized with the point that Nippon Shinyaku target rare diseases that major companies do not handle, and this made me want to join the Company. I worked as a medical representative (MR) for 16 years since joining, but in April 2024, I was transferred to a newly established department that creates new businesses, and I am now taking on challenges in a new field.

Sonohara: When I studied abroad in the U.S., public health was one of my majors. I wanted to work for a pharmaceutical company thinking I wanted to contribute to people's health, but in the end, the personality of Nippon Shinyaku employees during the interview was attractive, and joined the Company thinking I wanted to work together with them.

Yuno: When I went for training at a children's specialized hospital aiming to become a pharmacist, I encountered children with intractable and rare diseases I had never heard of before. From that experience, I wanted to work as a provider of medicine, and I joined Nippon Shinyaku, which conducts drug discovery in areas that other companies do not handle. Now I am in the Licensing Department, realizing what I wanted to do at that time.

Nippon Shinyaku Employees and Their Vision

Sakaguchi: In the new Business Promotion Section where I work, we are taking on new fields to establish a third pillar following the Pharmaceuticals Business and Functional Food Business, and we are also holding an in-house business contest, so I strongly feel that we need the strengths of people from other departments. Even looking from the fact that the new section was established to consider and promote new businesses I feel the Company's

seriousness in aiming for 2035, and I feel joy and a sense of purpose because I was a founding member.

Sonohara: I strongly sympathize with the Company's vision of delivering drugs to patients with a patient-centric mindset. On the other hand, while it's important to inherit our tradition of over 100 years, I think the corporate culture also needs to change flexibly as environmental changes become more intense in the future.

Yuno: While the Japanese pharmaceutical market is shrinking due to medical cost suppression and population decline, simultaneous global development has become common. I feel that global expansion is a vision we were destined to reach, and the role and responsibility of the Licensing Department in this is very large. In addition, even when I ask other departments for difficult adjustments to promote collaborations with other companies, everyone tries to solve it with positive discussions, which I think is the charm of Nippon Shinyaku, and I think it's an important element in realizing the vision.

Ohtani: I agree. My work in strategy formulation and project management is based on the cooperation of many colleagues from other departments. Nippon Shinyaku has a culture where people from related departments naturally gather and start discussions when problems arise, and I'm also very much helped by this. It's a very easy company to work for when taking on difficult challenges.

Giving One's All About Realizing Global Development

Sonohara: To advance the global business, in addition to language skills, skills to understand diversity and accept different ways of thinking and working are required. As a global organization, I think we also need tools to smoothly communicate and share information with stakeholders in each country.

Yuno: The Licensing Department supports overseas companies entering the Japanese market, but we may face the same issues when we globalize. Medical systems and needs differ by country and region. How should Nippon Shinyaku consolidate diverse opinions and values, and proceed with development projects? As

Mr. Sonohara said, language skills and dialogue skills are necessary.

Ohtani: With global development, the difficulty of the business Nippon Shinyaku is tackling has greatly increased. To continue to deliver results without delay from each department and deliver medicines to the world as quickly as possible, even higher management skills are required of each individual to surely realize our plans.

Sakaguchi: Nippon Shinyaku also conducts training to develop global human resources, but the results must lead to human resources that can generate profits.

Yuno: Although Nippon Shinyaku is recognized in Japan, there are countless pharmaceutical companies with unique characteristics and technologies overseas. To be competitive there, I feel the need to further strengthen our experience and strengths related to unmet needs that we have cultivated so far.

Sakaguchi: In the coming era, I think there is an increased risk of being left behind if we are passive, but our Company may lack the ability to communicate our strengths in all situations. We need to take action ourselves to communicate our strength of creating Japan's first nucleic acid drug to the world.

Ohtani: As its business scale expands, Nippon Shinyaku needs to utilize its limited resources effectively. As one means for this, I want to strengthen cross-sectional connections that go beyond the boundaries of teams and departments. The accumulation of know-how across the entire organization will create confidence to take on new challenges, and the accumulation of experience and improvements makes the Company stronger and bigger.

Sonohara: I'm currently in charge of global marketing, but we also need to consider how much localization to allow.

Yuno: To operate overseas, I think it's important to listen to the voices of local stakeholders without adhering to Nippon Shinyaku's previous ways. To recognize differences in values and ways of thinking and bridge the gaps, I think it's also important to utilize advice from those with overseas experience or predecessors.

Ohtani: In seriously aiming to be a global company, there are many things we need to know and be able to do. I want us all to cooperate, accumulate experience and improvements, and

steadily raise the level of work we can handle as a matter of course.

Sakaguchi: In the future, major pharmaceutical companies will also enter the rare disease field. For Nippon Shinyaku to compete with that, we need an active mindset such as gaining external experience through secondments and increasing opportunities to create synergies with overseas partners.

Nippon Shinyaku in 2035

Sonohara: There are many things we need to do to become a global company, and entrepreneurial spirit is required to take on challenges speedily without fearing risks. I hope we will have a corporate culture that doesn't prevent but rather encourages outstanding young individuals to develop their individuality. 2035 is only 10 years away. Realizing the "Vision for 2035" is a challenging task and there are no shortcuts. So I want us to aim for it together.

Ohtani: I like the idea of delivering "New Ways of Life" to patients. By 2035, I want us to be a company that pursues what only Nippon Shinyaku can do, delivers necessary medicines, and can change patients' lives for the better. I want us to be a company that is recognized as being special, with people saying, "There's an interesting company in Kyoto, isn't there?"

Sakaguchi: When I was an MR, I not only provided information on pharmaceuticals but also worked as a bridge connecting medical professionals. By 2035, I want to be in a position to promote the creation of new innovations by connecting our Company with others, and to be someone that can greatly contribute to the Company's growth.

Yuno: Globalization cannot be measured by overseas sales ratio alone. I hope for a future where we have won trust globally that Nippon Shinyaku will respond to unmet needs. I myself still don't know much about the outside world, but I want to look outward, absorb information, and play a role like a bridge connecting the organization and the outside.

Ohtani: I want us all to act so that when we look back on ourselves in 2035, we will have no regrets. I believe that those actions will lead to creating the future.