

Developing Diverse Human Resources and Realizing Employee Well-being

Nippon Shinyaku's human resource development strategy and initiatives

Nippon Shinyaku considers its human resources the driving force for achieving sustainable growth, and its goal is for employees and society to grow together and co-create a better organization in line with NS Mind, which indicates the behavior, attitude, and awareness that all employees should aim for. We will achieve sustainable improvements in well-being by respecting the individuality of each employee and providing opportunities to grow and flourish.

Material issues and related SDGs

Developing diverse human resources and realizing employee well-being



To achieve the target of generating at least 50% of consolidated sales from overseas, we are prioritizing capturing and training global human resources.

Takashi Takaya

Director,
Personnel, General Affairs, Risk Management,
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A look at the global pharmaceuticals market reveals that the U.S. accounts for about 50% of sales while Japan accounts for only about 5%. We are aiming to generate at least 50% of consolidated sales overseas because strong growth cannot be expected through Japan's market only. To achieve that target, not only local human resources but also Japanese human resources must be able to smoothly interact with overseas parties. One of our targets is to capture or train at least 40 global human resources, employees who possess not only language skills but also cross-cultural understanding and management skills, throughout the Group by 2028. Furthermore, we would like 30% of new recruits in FY2028 to be bilingual.

However, the wage gap between Japanese and overseas employees is a major issue for recruiting global human resources. Global human resources are paid appropriate compensation based on global standards that reflect their skills, roles, and responsibilities. Therefore, per employee labor costs will rise, but we will limit the overall number of employees by substantially improving productivity per employee through extensive use of digital technology.

With an eye toward placing the right person in the right position, we are currently integrating human resource information into the human capital management system Success Factors. In the future, we will create a mechanism to rationally and objectively make assignments using AI and appropriate algorithms. Not only is the number of outstanding young employees increasing, but the number of mid-career hires also recently hit almost 100. Under these conditions, we will fundamentally reform the personnel system, which involves revising evaluations for promotions, in order to transform the Company into one that all workers can energetically work in. At a time of turbulent changes in the environment, several types of human resources, including outstanding ones and ones that can confidently state their opinion, are even more important, and our policy is to evaluate and promote these human resources with an edge.

While valuing defensive aspects that include risk management, compliance, and cybersecurity, which I am in charge of, we will give priority to resolving these human resources-related issues, which is an offensive aspect. During the period of the 7th Five-Year Medium-Term Management Plan, we will steadily implement measures to become a company employees choose and link this to the sustained growth of Nippon Shinyaku.

Human Resources Development Policy

At Nippon Shinyaku, we strive to “promote human capital management that allows each employee to grow and diverse human resources to play an active role” by respecting diversity and providing opportunities for independent challenges and self-development based on the idea that unique products are the product of unique people.

Aiming to become a company employees choose, we started to tackle the following four issues in FY2023: realizing employee treatment in line with roles, duties, and accomplishments;

realizing self-directed career development and placing of the right employee in the right position; realizing a highly psychologically safe organization; and realizing flexible work styles.

Furthermore, Nippon Shinyaku wants employees to develop themselves. By running through a prescribed cycle — “know current conditions” > “clarify gap with goal” > “create self-development plan to fill the gap” > “implement self-development plan”—and increasing their value, employees will become “employees companies choose.” Becoming a company employees choose and having employees companies choose will drive our growth.

Measures to develop employees companies choose

Implement self-development plan

Employees work to development themselves through OJT and OFF JT. They undertake internal communication and review their plan when necessary.

- Evaluation system
- Career report
- 1-on-1 meetings

Know current conditions

Current conditions are ascertained through objective numbers obtained from outside surveys.

- Competency surveys
- Leadership assessments
- Engagement surveys

Personnel system

Realizing flexible work styles

- Desired work area (MR)
- Telecommuting
- Flextime
- Staggered working hours
- Support for work-life balance

Create self-development plan to fill the gap

Employees formulate a self-development plan necessary to fill the clarified gaps.

- NS Academy
- Challenge CAST and internal open recruiting
- Internal pro bono system
- Second job system

Clarify gap with goal

The gap with the current state is clarified by indicating requirements for the role and responsibility.

- Job descriptions
- Expand specializations

Human resources development policy—Four topics

Realizing employee treatment in line with roles, duties, and accomplishments	Realizing self-directed career development and the placing of the right employee in the right position	Realizing a highly psychologically safe organization	Realizing flexible work styles
<ul style="list-style-type: none"> • Job descriptions • Reforming wage system • Reducing number of years for promotions • Revising evaluation systems 	<ul style="list-style-type: none"> • Competency surveys • NS Academy • Expanding the professional system • Challenge CAST and internal open recruiting • Internal pro bono system • Second job system 	<ul style="list-style-type: none"> • 1-on-1 meetings • Engagement surveys • Internal praise application • Leadership assessments 	<ul style="list-style-type: none"> • Telecommuting • Flextime • Staggered working hours • Supporting work-life balance • Desired work area system (MR)

Developing Diverse Human Resources and Realizing Employee Well-being

Nippon Shinyaku's human resource development strategy and initiatives

Building a Flexible, Resilient Organization That Can Adapt to Change

To ascertain the current state of the organization, we measure the state of the organization and individuals using leadership assessments, which we have conducted for years, and external indicators, including our competency survey and engagement survey. We analyze this data from various perspectives, provide it as feedback as quickly as possible, and use that to create a better organization. In addition to clarifying the good points and points to be improved in the organization and individuals through the use of objective indicators while respecting the traditional climate and sensitivities, we will promote the establishment of a cycle of setting more concrete problems and formulating and implementing solutions by making the way forward visible.

Working to expand human resource portfolio

Starting in FY2023, we clearly indicated the requirements and skills and experience needed for each position, which involved creating job descriptions that list the requirements for positions, and making these available throughout the Company.

Furthermore, we revised the wage system in order to eliminate personal factors related to salary and provide compensation commensurate with the role and performance demanded of each person's position and stage. We will capture and train human resources with the ability to create new value and provide compensation appropriate for their value regardless of such personal traits as age, sex, or nationality. In order to conduct appropriate evaluations, we divide each employee's work into "assigned operations" and "challenge targets" and place a greater weight on "challenge targets." For both employees and the Company to grow, it is important to foster a culture in which challenges are continually undertaken, and this system stresses what challenge was tackled and the results.

Investing in human resources who want to grow and KPI

Through the human resources development program NS Academy, we offer 35 constituent programs, which are primarily voluntary, and in FY2023, a total of 1,466 employees (79.4% of regular employees) took part for a cumulative total of 3,386 employees. To encourage voluntary participation, we introduced open badges, or digital certificates that list training courses completed. So far 2,926

badges have been awarded, which includes badges for independent study, but also for social contribution activities. We will expand the human resource development program related to "Change," "Global," and "Professional," traits necessary for Nippon Shinyaku's continued growth.

Fostering future managers

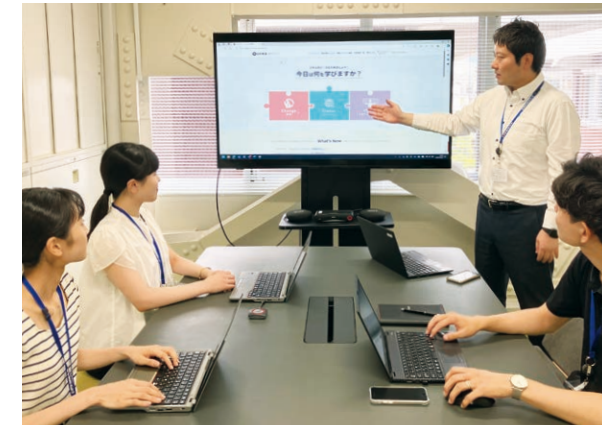
For the HONKI Juku (first-year), which is offered to nurture next-generation management resources, a total of 23 executives, managers, and leaders were nominated and participated in the program. In this program, participants acquired the knowledge, skills, and attitude required of next-generation managers through such activities as participating in self-development courses and taking on the challenge of management issues indicated by the management team. The target is for 115 employees to participate in the program over 5 years.

Fostering global human resources

As we broaden our global expansion, we are reinforcing our global human resources development program on three fronts—mindset, language skills, and other skills. New recruits must take global mindset training, which 75 people did in FY2024. We also offer the English speaking test PROGOS, which is based on the concept of practical English, and a total of 850 employees have taken the test. There are also study abroad support systems for overseas universities and research institutes so that employees can gain an understanding of global business and broaden their knowledge. There are several purposes for these programs, including acquiring specialized knowledge, developing personal networks, supporting life in foreign countries and cultures, fostering global human resources, and strengthening the spirit for taking on challenges.

Fostering human resources for DX

Nippon Shinyaku is focusing on building an organization suited to the digital era and fostering human resources who will promote DX. This is centered on two pillars, "measures to enhance the IT and DX literacy of all employees" and "open, selective DX specialist training," and in FY2023, 1,811 (90% of all employees) took part in the program. Our "measures to enhance the IT and DX literacy of all employees" include a support program for obtaining qualifications equivalent to D-Lite,* as well as internal webinars and the introductory IT skill course Manan-DEGITA-ru so that all employees



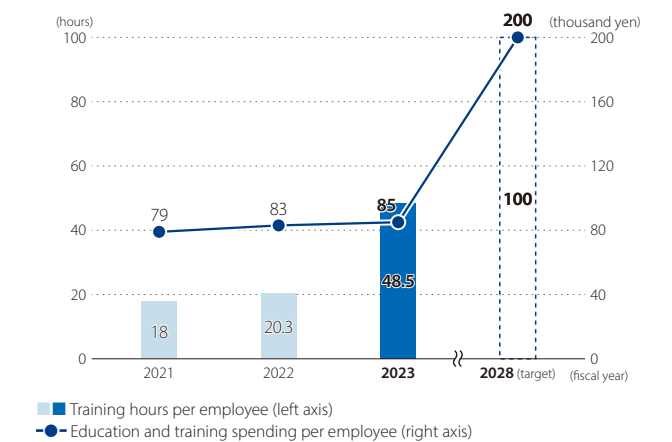
can become core human resources to promote DX. The "open, selective DX specialist training" includes a wide range of programs that employees can take at the level that matches their skill level from basic to applied, in three fields (data science, business, and data engineering), which nurtures human resources for the promotion of DX and for the advancement of transformation.

* Di-Lite: Digital literacy scope that all businesspersons should possess, as defined by the Digital Literacy Council.

Fostering human resources who will produce competitiveness

Nippon Shinyaku provides a system that supports employees in technical and research positions who wish to obtain a PhD with the aim of improving the Company's research and engineering capabilities. We also foster human resources aiming for middle management and executive positions with a support system for obtaining an MBA with the aim of strengthening our

Investments in human resource development and long- and medium-term targets



organization as a whole. Nippon Shinyaku has about 40 MBA-holders, and 40.3% of employees have a PhD or master's degree.

In addition, we support diverse work styles within the Company, which has involved expanding specialist programs for evaluating the specialization required for operations, and reinforcing various other programs, including work experience in other departments and the internal open recruiting system, which have promoted the creation of career plans and exchanges between departments. As for activities outside the Company, we support the growth of employees by providing assistance for obtaining knowledge and skills that cannot be obtained in-house through the second job system and fostering diverse backgrounds and autonomy and independence.

NIPPON SHINYAKU PEOPLE

Partnerships that are growing more complex due to globalization

As the business environment in Japan grows harsher, Nippon Shinyaku is working out a system to pursue future revenue sources overseas. For licensing operations, too, there is a greater need for partnerships, which are growing more complex, and because of this, I thought it was important for me to learn about business. Therefore, I made use of an internal system to obtain a Master's of Business Administration (MBA). Along with classmates who will be future managers at companies in a wide range of industries, primarily famous companies connected to Kyoto, I was able to deepen deliberations and exchanges and dramatically broadened my perspective and knowledge over the two years of the program. Having become a manager, I will now share the connections, knowledge, and ways of thinking I acquired through my studies with my team and link this to the sustainable growth of the Company and the implementation of our Business Philosophy.

Takashi Homan

Planning Section 1, Licensing Department, Licensing & Alliance Division



Developing Diverse Human Resources and Realizing Employee Well-being

Achieving employee well-being through health and productivity management

Well-being Management

Well-being Declaration and promotion system

Nippon Shinyaku aims to be a company in which employees can find happiness in their work. Employees being themselves and having a psychologically safe workplace results in a virtuous cycle of greater well-being (a positive state physically, mentally, and socially) and improved performance. We aim to become a company in which each employee can find happiness in their work and that provides comfort, satisfaction and meaning.

The Well-being Declaration, which was first issued in 2021, includes the idea of health and productivity management. In pursuit of well-being for employees and their families, the Health and Productivity Management Working group conducts various activities, including hosting health seminars to improve health literacy and provide opportunities to employees, and implementing anti-smoking measures. Furthermore, we promote well-being management in collaboration with well-being supporters assigned to each office to educate people about and collect opinions regarding health and productivity management.

Implementing well-being management

Occupational safety and health initiatives

Having formulated the Basic Policy on Occupational Safety and

Health, Nippon Shinyaku efficiently and effectively promotes both basic safety and health initiatives and health and productivity management measures to maintain and enhance the health of employees. We aim to enhance the safety, security, and physical and mental health of all employees, create rewarding work environments, and continuously enhance the well-being of our employees.

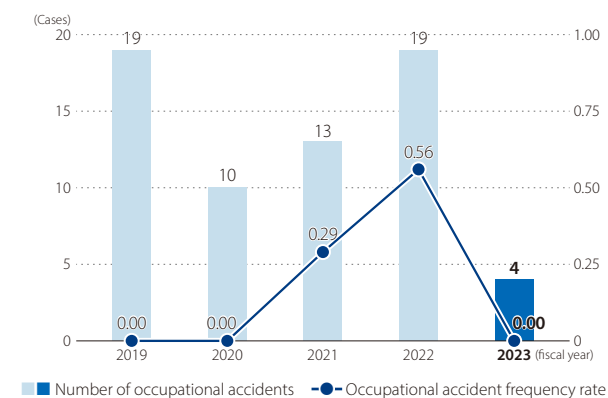
Meeting twice a year, the Company-wide Occupational Health and Safety (OH&S) Committee decides on the policy regarding safety and health of the whole Company for the fiscal year and evaluates and reports on related issues. In line with the Company-wide policy, we work to eliminate occupational accidents and develop an appropriate work environment by holding OH&S Committee meetings at each business location and actively promoting safety and health activities.

In FY2023, there were 4 occupational accidents, which was dramatically less than the number for the previous fiscal year (19 in FY2022), but commute accidents rose year on year to 4 (1 in FY2022).

Promoting health and productivity management

In line with the fundamental idea that “employees and their families who support them should enjoy good physical and mental health, creating a workplace that overflows with smiles and vitality,” we are promoting health and productivity management in order to implement our Business Philosophy

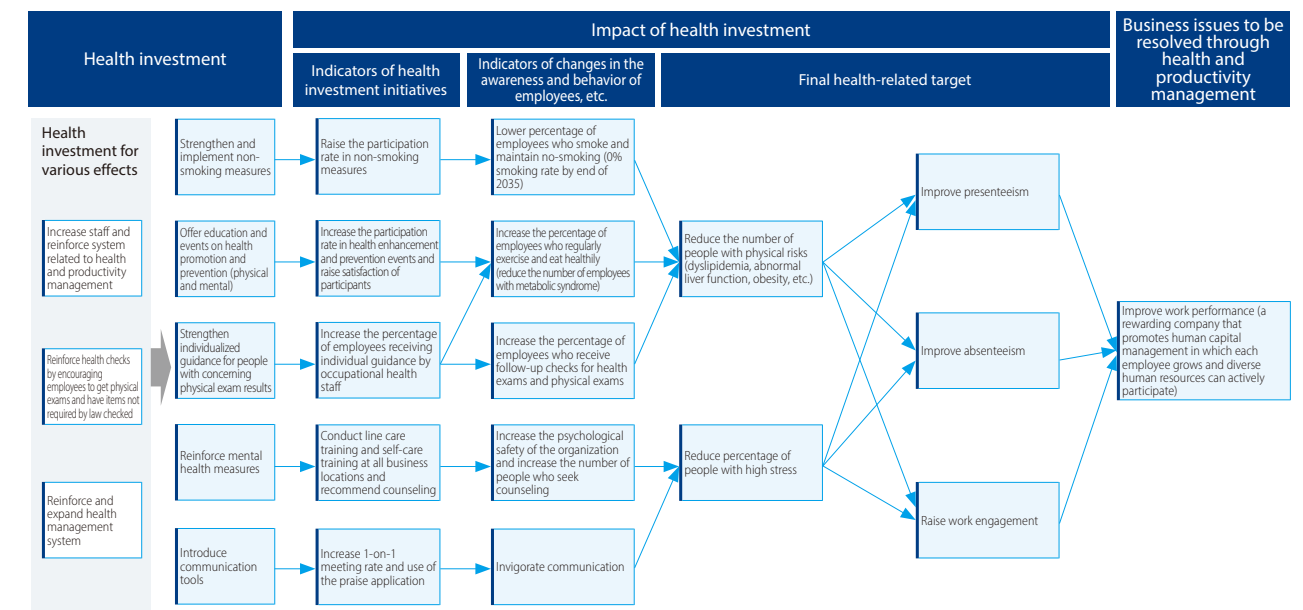
Changes in number of occupational accidents and occupational accident frequency rate



* Occupational accident frequency rate = Number of fatalities and injuries from occupational accidents / Total number of actual working hours × 1,000,000

* Number of fatalities and injuries from occupational accidents: Number of fatalities and injuries from occupational accidents due to occupational injuries resulting in one or more days of absence from work and partial or total loss of body functions.

Health and productivity management strategy map



and management policies by creating pleasant workplace environments.

So that each employee can work with peace of mind and give the greatest performance while maintaining their physical and mental health, we have set presenteeism, absenteeism, and work engagement as KPIs.

KPI (presenteeism, absenteeism, and work engagement) and results

	FY 2021	FY 2022	FY 2023	Tentative target (FY2025)
Presenteeism (%)	75	76	74	80%
Absenteeism (people)	2	6	8	5 or less
Work engagement (points)	7.8	7.6	7.5	Cannot be set because of changes in survey since FY2024

* Presenteeism: Percentage of employees who answered that their performance was “higher than average” on a six-point scale as result of a survey and analysis using the stress check contractor’s original scale (partially modified from the University of Tokyo model)

* Absenteeism: Number of employees on personal injury or sickness leave of 30 days or more

* Work engagement: To clarify job satisfaction of employees and in workplaces using commitment theory, a state close to employee engagement is demonstrated through employees’ sense of belonging and sense of contribution, and how the Company and superiors are involved in this is indicated on a scale of 10 as “recognition from the Company.”

Well-being management for greater highs

With Professor Yukiko Uchida of Kyoto University, who also serves as the director of the Kyoto University Institute for the Future of Human Society, as an advisor, the Well-being Promotion Project, which was launched in 2021, formulates policies and measures. The Well-being Promotion Section of the Personnel Department is working to co-create well-being with individual employees by implementing concrete promotion activities. In line with the three concepts of deepening understanding of well-being, knowing your own well-being, and knowing the well-being of those around you, we will continue to hold lectures and seminars and implement such measures as “Monthly little happiness diagnosis” and “Looking back at my well-being in photos.”

Through the Well-Being Promotion Project, we will explore what it means to be in a positive state and implement measures to nurture “connections between people” and “spirit of altruism,” which have a significant impact on people’s well-being, through dialogues between employees.

Developing Diverse Human Resources and Realizing Employee Well-being

Ensuring diverse work styles and psychological safety

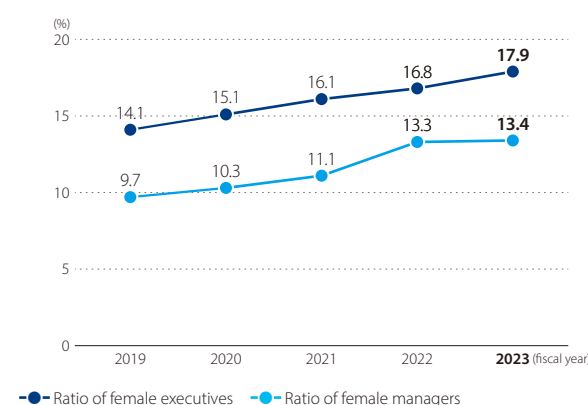
Nippon Shinyaku's Diversity, Equity, and Inclusion (DE&I)

Nippon Shinyaku respects diversity in terms of sex, age, nationality, and beliefs, and provides opportunities for individuals to take on challenges and grow in a positive manner. In order to create innovation and achieve sustainable growth, we are working to promote well-being and create an organizational climate in which employees with diverse values can thrive.

Supporting participation of diverse human resources and KPI

At Nippon Shinyaku, the percentage of managers who are women reached the target included in the General Employee Action Plan based on the Act on the Promotion of Women's Active Engagement in Professional Life for FY2019-FY2023 (15% of more) in FY2020, and continues to grow every year. In this plan, which was newly formulated in FY2024, a target for the percentage of managers who are women (section leader or above), which was 15.3% at the beginning of the plan, was set to 17% or more, and 25% in materiality by 2035 (1 percentage point increase annually). Although a wage gap exists between male and female workers, the Company's personnel system does not stipulate one for male and female employees with the same duties and position. An analysis reveals that the gap is primarily because women account for a small percentage of managers. We will create an environment in which diverse human resources, including women, can work to further their careers while maintaining work-life balance.

Ratio of female executives and female managers



As for employing people with disabilities, we introduced a "dual system" in FY2007 and actively recruit people with disabilities and support their active participation and growth in partnership with work-transition support providers, government agencies, and local companies. At Nippon Shinyaku, recruits are initially assigned to the Personnel Department, and after working there for a year or more, they are assigned to a collaborative department at the normal transfer time depending on their aptitudes, which expands their work field.

Promoting Diverse Work Styles Appropriate for Each Employee

Initiatives to balance work and life

Nippon Shinyaku has introduced flextime, telecommuting, and staggered working hours in order to make flexible work styles possible, increase productivity, and balance work and life. In FY2023, we added most departments at the Odawara Central Factory to departments that offer flextime and broadened eligible employees to part-time and temporary employees. Furthermore, we consider it important for employees to be able to flexibly set the time they spend working, with their families, developing themselves, obtaining diverse experiences through second jobs and other activities, and contributing to the local community, in order to fully demonstrate their desire and capabilities in a physically and mentally healthy manner. We promote the use of annual leave for this reason.

In addition, in FY2022, we started to release an internal message from the president regarding his support for taking childcare leave so that employees who want to take childcare leave can do so with peace of mind. We participated in a childcare leave for men project spearheaded by Sekisui House in FY2023 because of our idea that "childcare for men should be a given in the world." In FY2023, 100% of women eligible for childcare leave took leave while 70.8% of men did so. Over the past five years, the percentage of employees taking childcare leave has trended upward. However, to continue to create an environment in which men can take childcare leave, we set the target of 75% for the average percentage of eligible men taking childcare leave during the period of the action plan (FY2024-2026), which is based on the Act on the Promotion of

Women's Active Engagement in Professional Life and Act on Advancement of Measures to Support Raising Next-Generation Children. We aim to further increase the use rate.

A workplace in which employees who want to take leave can do so with peace of mind because of mutual trust and understanding is a pleasant workplace even for employees with various personal issues, such as nursing or having to regularly go to the hospital. In order to create this type of workplace, we will develop a culture of mutually accepting differences in positions and conditions and helping each other.

Realizing a Workplace That Is Comfortable and Rewarding and Where Psychological Safety Is Ensured

At Nippon Shinyaku, we define engagement as "relationship in which both the Company and employees grow and contribute to each other." We introduced an engagement survey in the spring of 2023 in order to clarify the mutual relationship between employees' condition and the Company's condition, solve problems faced by the organization, and achieve well-being for each employee by continually listening to the opinion of employees regarding "pleasantness" and "satisfaction." Nippon Shinyaku's engagement score for FY2023, which is based on the percentage of positive responses to three items concerning engagement, was 70% (response rate of 97%), which is 8 percentage points greater than

the FY2022 average for Japanese companies but 4 percentage points less than the global average for the same year.

For both the Company and employees to continue to grow, it is necessary to depict one's vision through dialogue at the Company and workplace level, understand current conditions, and generate concrete actions that each employee can take, starting with the survey results. Nippon Shinyaku provides Directors and each workplace with the survey results as feedback and holds workplace-level discussions. All employees taking the initiative to think up and implement actions that improve the workplace fundamentally improves the organization and makes it possible to implement our Business Philosophy and realize our long-term vision. We will continue to take steps with an eye toward obtaining an engagement score and a positive response rate of 75% or more for each of the three engagement-related items.

We also conduct leadership assessments, which is provided as feedback, by comprehensively compiling subordinates' anonymous responses to questions regarding their superiors' routine words and deeds. This is done to improve management and reinforce the organization's capabilities, and we encourage changes in behavior gleaned from differences in demonstrated management capabilities and self-evaluations. We work to enliven communication between superiors and subordinates and between employees and to foster a workplace environment that supports well-being and ensures psychological safety by conducting 1-on-1 meetings and encouraging the use of the internal praise application.

NIPPON SHINYAKU PEOPLE

Exchanges with members with diverse positions provide strong stimulation

Every year, the Company expands systems related to career development and learning support, which I think strongly communicates that it supports people who want to grow. Among them, the global business skills program, which I applied for to take on new challenges without excessive stress, offers stimulating exchanges between other highly motivated participants regardless of age, position, and type of work, and what is learned during the program can be applied to routine operations. I would like to maintain this attitude toward learning.

Furthermore, the mentor-mentee system for new managers makes it possible to create an environment in which more senior managers and new managers can easily consult each other whenever necessary, which makes it possible to take up management positions without vague concerns regarding the role.

Aina Fukudome
Licensing Section, Licensing Department, Licensing & Alliance Division



Resolving Social Issues and Coexisting with the Community

Human Rights

"Earn the trust of society" is one of the management policies established by the Nippon Shinyaku Group. We will contribute to the development of local communities and the realization of a robust society by fulfilling our social responsibility through our concern for human rights.

Material issues and related SDGs

Resolving social issues and coexisting with the community



Human Rights Initiatives

The Nippon Shinyaku Group has established the Nippon Shinyaku Group Human Rights Policy to fulfill its corporate respect for human rights based on the Code of Conduct for Nippon Shinyaku Group, which is a practical standard of conduct that all executives and employees should take in their business activities to meet the expectations of society and earn its trust.

Basic approach to human rights

As a signatory to the United Nations Global Compact, we support the ten principles in the four areas of responsibility. We also understand the human rights expressed in the Universal Declaration of Human Rights and the principles related to fundamental rights set forth in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work as minimum standards. In our business activities, we respect the human rights and personalities of individuals in accordance with the Guiding Principles on Business and Human Rights. In terms of pharmaceutical R&D, we will act with high ethical standards in accordance with the Declaration of Helsinki and build a relationship of trust with society.

WEB [Click here for the full text of our Human Rights Policy](https://www.nippon-shinyaku.co.jp/english/sustainability/esg/social/humanrights.php)
https://www.nippon-shinyaku.co.jp/english/sustainability/esg/social/humanrights.php

Organizational structure

The Sustainability Committee, chaired by the president, deliberates and reports twice a year on initiatives concerning respect for human rights, and important matters are reported to the Board of Directors. The director in charge of business management & sustainability is responsible for human rights, and the Corporate Sustainability Department promotes initiatives to resolve issues.

Human Rights Due Diligence

In accordance with the Nippon Shinyaku Group Human Rights Policy, which makes it responsible as a corporation for respecting human rights, we are advancing human rights due diligence initiatives based on the UN Guiding Principles on Business and Human Rights. By identifying and assessing the adverse impact that our business activities may have on human rights, we will take steps toward reducing and preventing such impact, and in order to verify effects of these efforts, we will continuously run them through the PDCA cycle and publicly disclose the results of these initiatives.

Promotion framework

In order to embark on full-scale human rights due diligence, in 2023, we established a Human Rights Subcommittee under the Sustainability Committee and chaired by one of its members. The subcommittee has its office in the Corporate Sustainability Department, and it is discussing such matters as how to ascertain any human rights issues inside and outside the Company, identify issues, and the advancement of other initiatives.

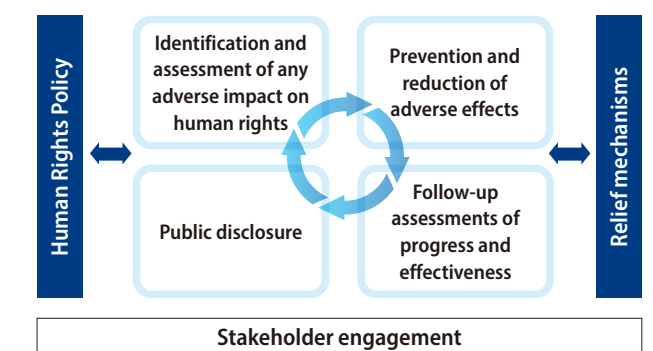
Identifying human rights issues

The Human Rights Subcommittee has identified the following human rights issues for prioritization by the Company. The Subcommittee identified these after discussing the results of a human rights awareness survey of Group employees and hearing experts' opinions. The Subcommittee plans to reassess these issues in the future after conducting similar surveys and dialogs with stakeholders.

All employees receive human rights training once a year in order to prevent and reduce any adverse impact on human rights. In addition, we try to stay abreast of the status of human rights by periodically administering questionnaire surveys to employees. The key points are shared with the Human Rights Subcommittee, so that steps may be taken to resolve any issues. We are administering CSR procurement surveys to our business partners, and if necessary, we are conducting interviews

regarding the survey questions, so that we can find out whether our business partners have any risk. Going forward, we will continue our efforts to ascertain issues and formulate solutions.

Human rights due diligence process



Training and awareness

The Nippon Shinyaku Group provides training on human rights to all employees. In addition to annual training on harassment, training on human rights due diligence was conducted as part of departmental compliance training in 2022. We also inform

our business partners about our human rights policy, seeking their understanding and promoting their efforts.

	FY2022	FY2023
Human rights-related training	Once	Once

Resolving Social Issues and Coexisting with the Community

Coexistence with Local Communities

Contributing to Medical and Scientific Research and Development of Local Communities

Public research grant system

In 2019, Nippon Shinyaku inaugurated a public research grant system as a way of contributing to the development of science in the medical and pharmaceutical fields. This system involves soliciting and fostering research themes in order to support young researchers. In FY2023, we solicited basic research on four fields of diseases (hematological malignancies, muscular dystrophy and other inherited muscular disorders, pulmonary hypertension, and urology), and after rigorous screening, a committee of external reviewers (physicians and academicians) awarded grants to 20 research projects.

Preservation and maintenance of Kyoto culture

For more than half a century, Nippon Shinyaku has created an annual calendar using works of art created with dyes using a traditional Kyoto technique called stencil dyeing, and through this, has introduced various aspects of Kyoto, including its scenery and landscapes in the various seasons and historical events. The Company also publishes a quarterly PR magazine titled "Kyo," also using works of art created with dyes for the cover, that showcases the huge appeal of Kyoto—from the city's many shrines, temples, and other cultural assets to its cuisine, traditional techniques, and local products. The calendars and some of "Kyo" magazine can be viewed in the Kyo Gallery section of the Nippon Shinyaku website.



Support for Children

Dietary education activities

Recent years have seen increases in nutritional imbalances (unbalanced diets) among children and in families that skip breakfast, and the resultant adverse impact on physical growth has become a social issue. Nippon Shinyaku wants to help solve the problems related to children's dietary habits, so we have partnered with local

governments and educational institutions to develop dietary education awareness campaigns that will develop children's interest and concern about eating so that they will practice healthy dietary habits. In March 2022, we registered as a "Kyoto Food Education Support Company." Members of our Functional Food Division go to elementary schools to teach children about the nutrients that make up our bodies, the importance of eating breakfast, and food loss. Our employees do more than just talk. They also do things to pique the children's interest, like having group conversations, giving quizzes, and conducting experiments on proteins. Also, in FY2023, we created original Food Education Cards, which teach children about the importance of meals, dietary customs, manners, and the like. The reading cards were chosen by employee submission. Employees visit nursery schools and daycare facilities and give children the opportunity to learn about food while having fun playing with the cards. We will continue such food education activities for children.



Educational support through sports

The Nippon Shinyaku baseball team, in partnership with municipal governments and baseball associations, holds



baseball clinics for children of all ages from elementary school through high school in Kyoto (where the Company has its head office) and Odawara and other places where the Company has factories. In recent years, the Company has been holding sports clinics with the theme of vigorous growth and development of mental health for preschool children in the vicinity of Kyoto so they can experience the joy of exercise. In FY2023, programs on running, catching, throwing, and hitting were held at Rokuman kindergarten and daycare center and Kamifusa kindergarten in Kyoto. The children were all smiling and having a lot of fun. Going forward, we will continue our community involvement and will contribute to children's healthy growth by improving the techniques and strength of baseball-playing children and having them experience the joy of exercise.

Also, continuing from 2022, we again held the "EyeMoT Sparkling e-Sports Competition in Nippon Shinyaku," which uses eye-controlled software for children who have physical functioning disabilities. Exciting competitions unfolded and spread, including a Picture Painting Competition, in which opponents use eye movements to compete in covering the area of a canvas, and the Sports Meet and Tama-ire, in which players compete in teams.

Supporting children by providing opportunities for reading and other activities

The Nippon Shinyaku Children's Literary Awards, with the support of the Japan Juvenile Writers Association, call for

entries in the two categories of stories and artworks, and make copies of selected top works in each category. The produced picture books are donated nationwide to children's hospitals and other medical institutions, as well as public facilities. They can also be viewed on the award's website.

Moreover, the Company started the Nippon Shinyaku Sparkling Future Mobile Library in 2019 as part of its centenary celebrations to bring exciting library experiences to children. The library van carries around 1,000 physical books, including the Nippon Shinyaku Children's Literary Award-winning titles. Along with employee volunteers, the library visits elementary schools, children's centers and local events.

We will continue to provide children with opportunities to come into contact with many books and writings.



NIPPON SHINYAKU PEOPLE

Playing a part in delivering direct value to patients

As a pharmaceutical company, we do more than merely provide medicine. Since 2022, we have been holding the e-Sports Competition for people with physical functioning disabilities as a way to prove value to patients and their families. This competition, in which entrants use eye motion software to operate their PCs with their eyes, is held online with nationwide participation.

Most participants have few opportunities to play and compete in games with children their age, so this competition is impactful as it enables these children to play games and brings joy to these children and their families.

Going forward, in addition to providing medicines, we will continue these programs that deliver and bring direct value to patients and local communities.



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