

## Message from the Chairman



**Shigenobu Maekawa**  
Representative Director, Chairman

*S. Maekawa*

### By further promoting sustainability management, we will contribute to the sustainable growth of Nippon Shinyaku and the resolution of social issues.

Since its establishment in 1919, Nippon Shinyaku has brought numerous new drugs to the world, helping people lead healthier, happier lives. Looking ahead to the next 100 years, we will respond flexibly to the demands of an ever-changing society, thereby further promoting global expansion and evolving to a new stage.

In the 7th Five-Year Medium-Term Management Plan, which began in FY2024, one of the key initiatives in “Strengthening five management foundations” is “Promoting Sustainability Management for Realizing a Sustainable Society.” I believe that, above all, having outstanding talent is essential to being a company that achieves a sustainable society. We are committed to creating an environment where each employee can fully develop their talents and grow. We respect diversity and promote the creation of a workplace where all employees can thrive. By improving work-life balance and providing career development support, we aim to be a company where employees can continue to play active roles over the long term.

In response to climate change, under the Nippon Shinyaku Group Basic Environmental Policy, we are promoting the transition to renewable energy and the introduction of hybrid vehicles for our commercial fleet. In January 2024, our greenhouse gas reduction targets were approved by the SBTi. We are also actively continuing our efforts to preserve biodiversity through activities aimed at conserving rare species.

Being accountable to all stakeholders is one of the most important management issues. To achieve highly transparent management, we are working to enhance corporate ethics by establishing an internal control system and ensuring strict compliance. As the Chairman of the Board of Directors, I am committed to achieving sound and sustainable corporate management by strengthening governance, including enhancing the functions of the Board, and improving the risk management system. In 2024, we revised the officers’ remuneration system and introduced a restricted stock compensation plan for Inside Directors. We will use this as an incentive to continuously enhance corporate value while promoting greater value sharing with our shareholders.

Nippon Shinyaku’s sustainable growth and contributions to solving social issues are supported by the trust and cooperation of our stakeholders. We strive to be a company that carefully incorporates the opinions of all stakeholders, including patients, into our corporate activities and continues to meet your expectations.

I sincerely appreciate your continued understanding and support in the future.