

Nippon Shinyaku Group Supplier Code of Conduct

[Preface]

Based on its business philosophy of “Helping people lead healthier, happier lives,” the Nippon Shinyaku Group is committed as its mission to providing superior pharmaceuticals and functional foods that are needed. In order to fulfill this mission, it is essential that we work together with our business partners to promote our business. We recognize our suppliers as important business partners who support our business, and we aim to grow together by building relationships of trust. Based on these ideas, we will conduct procurement activities in accordance with the Nippon Shinyaku Group Code of Conduct and the Nippon Shinyaku Group Sustainable Procurement Policy. We also support the 10 Principles of the United Nations Global Compact regarding human rights, labor, the environment and anti-corruption and will implement them throughout our supply chain. This Code of Conduct stipulates basic matters that we expect all our suppliers to comply with. We kindly ask our suppliers to understand the purpose and content of this Code of Conduct and to cooperate with us in implementing the following matters.

1. Fair and equitable business activities

Suppliers shall maintain product quality and competitiveness, meet deadlines, work against corruption, and engage in fair and equitable business activities.

2. Cooperation based on mutual trust

Suppliers shall abide by the principle of faith and integrity and work to build a relationship of mutual cooperation with the Nippon Shinyaku Group based on the principle of coexistence and coprosperity. In addition, suppliers must properly manage and protect the information obtained in the course of business transactions (including not only confidential information of the Nippon Shinyaku Group but also personal information of employees, patients, etc.), comply with confidentiality obligations, and implement appropriate information security measures.

3. Compliance with laws, regulations and social norms

Suppliers shall comply with laws and regulations of each country and conduct business transactions in accordance with corporate ethics and social norms.

4. Environmental considerations

To prevent environmental pollution and contribute to conserving the global environment and realizing a sustainable society, suppliers shall take the following actions:

- (1) Reduction of greenhouse gas emissions
- (2) Efficient use of energy and water
- (3) Proper management of wastewater and exhaust gases

- (4) Waste reduction
- (5) Promotion of recycling
- (6) Biodiversity conservation

5. Respect for human rights

In order to contribute to the realization of a sound society, suppliers shall take the following actions with due consideration to human rights.

- (1) Eliminate and not tolerate any form of discrimination or harassment based on race, nationality, ethnicity, gender, age, religion, thought/belief, sexual orientation/identification, educational background, mental or physical disability, or illness.
- (2) Reject child labor and forced labor.
- (3) Respect the freedom of association and the right of collective bargaining.
- (4) Reduce overtime and pay at least the minimum wage.
- (5) Create a healthy and safe working environment.
- (6) Pursue ways to respect these internationally recognized basic human rights even in countries and regions where the basic human rights mentioned above are not protected.

6. Animal welfare considerations

When breeding animals or handling laboratory animals, suppliers shall treat those animals appropriately in compliance with animal welfare-related laws and strive to minimize their pain and suffering.

Established on September 25, 2024