



Mitsubishi Tanabe Pharma respects the various stakeholders that make up society and aims to be a pharmaceutical company that is trusted by communities.

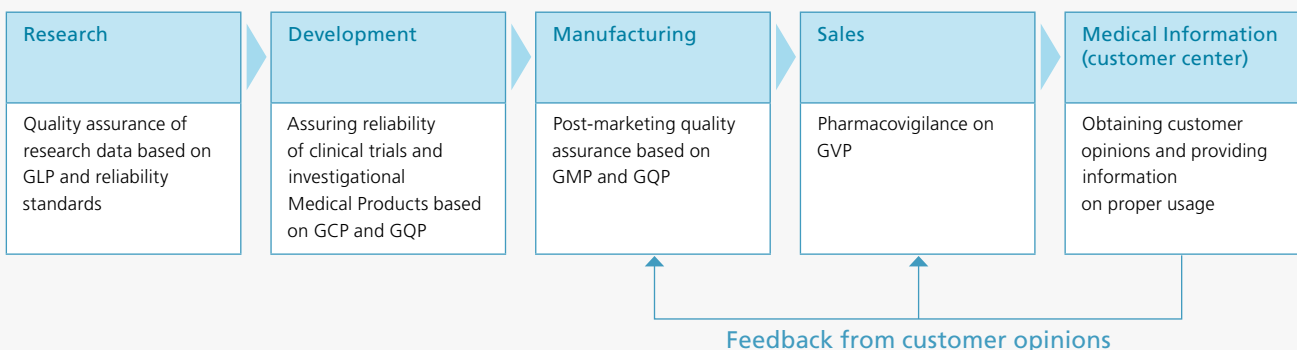
For Patients

To ensure that we can develop and provide a stable supply of pharmaceuticals that can be used with peace of mind, we are bolstering our comprehensive reliability assurance system for quality and safety. These initiatives extend from the R&D stage to raw material procurement, production, and the post-marketing stage. In addition to complying with all regulations and standards in Japan, we are also working to strengthen our pharmaceutical quality assurance and safety management systems on a Groupwide basis. To that end, we established the Quality & Safety Liaison Council for subsidiaries and affiliates in Japan and overseas. In this way, we are fostering cooperation in such areas as sharing of related information and initiatives, and we are building a system for the mutual oversight of the initiatives of subsidiaries and affiliates.

In addition, Mitsubishi Tanabe Pharma has established a supply chain management system that can provide a stable supply of high-quality pharmaceuticals through raw material procurement and manufacturing control, quality control, and distribution control for pharmaceuticals. Our basic purchasing policy calls for fair, impartial, and transparent transactions, and in January 2009 we formulated the Mitsubishi Tanabe Pharma Group Purchasing Compliance Code of Conduct. Moreover, we require our suppliers not only to strive to increase quality and achieve stable supply but also to conduct their activities with consideration for CSR, including complying with laws and regulations, taking the environment into consideration, respecting human rights, and eliminating dealings with antisocial companies.

Furthermore, to cultivate a corporate culture that gives the highest priority to pharmaceutical safety, we are providing pharmaceutical safety education and training for all officers and employees at all Group companies. These education and safety initiatives draw on lessons learned from incidents of health problems caused by pharmaceuticals.

SYSTEM FOR ASSURING THE RELIABILITY OF PHARMACEUTICALS



For Employees

The labor environment is undergoing a variety of changes, such as a declining birthrate and an aging population, as well as diversification in values. In this setting, we are aiming to build a range of systems that support diverse styles of working, so that all employees can realize their full potential. These include flex time, discretionary work, deemed working hours, and short-term work systems. In addition, we have established an environment in which all employees can maintain a balance between their work and private lives, even through various life events, such as childbirth, childcare, and nursing care. As a result, employees can achieve better results and continue to work with peace of mind. To that end, we offer childcare leave, paid leave, and other systems that exceed the legal requirements.

In October 2008, we introduced the Comprehensive Management System for Human Resources. By linking systems at the stages of training, utilizing, evaluating, and treatment, we are striving to maximize the potential of human resources and strengthen our organizational capabilities. From a medium-to-long-term perspective, we work to cultivate human resources that are aware of their own roles, motivated to grow, and take the initiative in continually contributing to a more-dynamic organization activation and improved business results. By providing support in the form of training programs aligned with targets and objectives, as well as systems and opportunities for personnel rotations, we are supporting individual skills development and career management.

Our basic policy for occupational safety is to “give precedence to safety considerations for all of our workers and prevent labor accidents.” In accordance with that policy, under the Environmental Safety Medium-Term Voluntary Action Plan (2008–2010), we are “developing people and organizations that put thought into their actions,” “enhancing safety measures for equipment,” and “advancing industrial safety and health management systems.” The Company is continuously working to provide mental health care through countermeasures to stress caused by interpersonal relations and duties in the workplace. These countermeasures include counseling and on-site follow-up systems.

For Local Communities

To contribute to the development of society as a corporate citizen, we are implementing a range of activities for local communities.

For example, to facilitate interaction among people interested in volunteering, we have been holding the MSC Volunteer Salon, which consists of lectures and mini-concert gatherings, every other month since 1968.

Mitsubishi Tanabe Pharma also makes donations to the Japan Foundation of Applied Enzymology and the Mitsubishi Pharma Research Foundation. Through foundation activities, we contribute to the promotion of research and the dissemination of knowledge in a broad range of fields, such as medicine, pharmacology, agriculture,

and physical sciences. In addition, at the work site level we cooperate in local events, such as beautification campaigns, blood donation activities, and local festivals. In this way, we continue to interact with local communities.

For the Environment

In accordance with our strong sense of mission as an enterprise in a life-related industry, we strive to contribute to the realization of a sustainable society. To that end, we independently and proactively work to protect the earth’s environment and ensure the safety of people in all aspects of our business activities.

We have established an environmental safety management system, which is led by the president, and we are promoting environmental management on a Groupwide basis. The Mitsubishi Tanabe Pharma Group believes that energy conservation and the prevention of global warming are important challenges. In accordance with our Environmental Safety Voluntary Action Plan, we facilitate energy conservation activities and strive to limit the emissions of greenhouse gases associated with our business activities, not only at plants, laboratories, and distribution centers but also at administrative offices. From fiscal 2010, the revised Law Regarding the Rationalization of Energy will take effect in Japan, and energy management will become mandatory at the enterprise level. Moving forward, we will bolster our energy management system through the establishment of the Energy Saving Promotion Liaison Council, which will include the people with primary responsibility for energy management and energy management planning and promotion.

In addition, the Company is working to build an Eco Promotion System that targets the establishment of an operational style reflecting consideration for the global environment from two perspectives—reduction of CO₂ emission reductions and easing of traffic congestion. In fiscal 2009, we introduced electric vehicles for use in marketing, principally in the Tokyo metropolitan area. In addition, we are moving ahead with initiatives targeting smaller vehicles and eco-friendly driving.

The Company issues a CSR Report, which provides information about specific CSR initiatives.

