

# Sustainability Report

# 2023



Mitsubishi Tanabe Pharma



MITSUBISHI  
CHEMICAL  
GROUP

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# Editorial Policies

This website is intended to provide the Group's stakeholders, including patients, healthcare professionals, local communities, and employees, with information about major sustainability initiatives implemented by the Group in fiscal 2022. Specific initiatives implemented in accordance with the Company's philosophy are presented in line with management, the environment, and society. Additionally, it also features descriptions of the Mitsubishi Chemical Group (the MCG Group) initiatives and activities undertaken under the "One Company, One Team" system.

The Sustainability Report 2023 PDF version, which contains the same content as disclosed on this website, can be downloaded from [the Sustainability Report archive page](#).

[Explanations of medical and pharmaceutical terms](#) appearing in this report have been provided to foster a wider understanding of the report's content.

|                            |  |
|----------------------------|--|
| <b>Applied Guidelines</b>  | <ul style="list-style-type: none"><li>• Global Reporting Initiative (GRI) Sustainability Reporting Standard;</li><li>• Environmental Reporting Guidelines, 2018 version, published by the Ministry of the Environment of Japan</li></ul> |
| <b>Period covered</b>      | April 1, 2022, to March 31, 2023<br>(The report includes examples of activities from April 2022 and thereafter)  |
| <b>Issue timing</b>        | September 2023<br>(Previous report: September 2022; next report: September 2024)   |
| <b>Scope of reporting</b>  | Mitsubishi Tanabe Pharma and consolidated subsidiaries in Japan and overseas.<br>(The scope of reporting could differ in accordance with the examples being reported.)   |
| <b>Contact information</b> | > <a href="#">Contact Us</a>   |

# Mitsubishi Tanabe Pharma's Sustainability

Based on a history spanning more than 300 years, and our frontier spirit, the Mitsubishi Tanabe Pharma Group's MISSION — “Creating hope for all facing illness.” — reflects universal values, and the realization of that philosophy is our social mission.

In addition, there is a growing commitment around the world to working toward the resolution of environmental and social issues through worldwide initiatives, such as the SDGs adopted at a United Nations summit, while the pursuit of sustainability is accelerating.

Under the concept of KAITEKI, the Group is pursuing businesses that solve a wide range of environmental and social issues. By providing value to society through our business and contributing to the realization of a sustainable society, we seek to continuously raise our corporate value.

To that end, it is vital that we understand the social issues and demands that change with time and respond to them. The Group has identified the highest priority social issue as a materiality (important issues) that it needs to address. As people engaged in the activities of a pharmaceutical company, all of our officers and employees have a strong sense of mission, a high level of ethical standards, and conduct our business activities with fairness and integrity. Together, we will contribute to achieving our MISSION and a sustainable society.

## KAITEKI

Mitsubishi Tanabe Pharma is a member of the Mitsubishi Chemical Group (the MCG Group), which is working to realize KAITEKI by providing solutions to environmental and social issues and contributing to the sustainable development of society and the planet. KAITEKI means “the sustainable well-being of people, society and our planet Earth.”

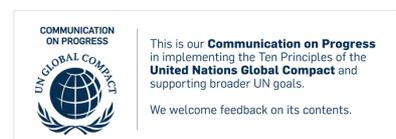
In February 2023, the MCG Group formulated a new Group Philosophy (Purpose, Slogan, Our Way). With “leveraging innovative solutions based on chemistry to lead the way to the achievement of KAITEKI, which sustains the well-being of people, society, and our planet earth,” as our goal, the MCG Group has created the slogan “Science. Value. Life.” This slogan expresses the three core concepts that the Group needs to implement to achieve this goal— Management of Technology (MOT, creation of innovation with value), Management of Economics (MOE, economic added value and increased shareholder returns), and Management of Sustainability (MOS, contribution to a sustainable future).

Through better innovation (Science), the MCG Group will provide value to all stakeholders (Value), contributing to healthy living and the sustainability of society and the Earth (Life), leading the way to the realization of KAITEKI.

For details on the new Group Philosophy, see [the Mitsubishi Chemical Group Corporation \(MCG\) website](#). □

## United Nations Global Compact

Since May 2006, MCG has participated in the United Nations Global Compact, which is being advanced by the United Nations. As a member of the MCG Group, Mitsubishi Tanabe Pharma respects the 10 principles of the United Nations Global Compact, which address human rights, labor, the environment, and anticorruption, and upholds these principles in its business activities as a responsible corporate citizen in line with its Corporate Behavior Charter.



# Materiality

The Mitsubishi Tanabe Pharma Group believes that using our business to provide value to society and contribute to a sustainable society is integral to our corporate survival and growth. To clarify this belief and strengthen our efforts along those lines, in fiscal 2018, following the process outlined below, we identified material issues that our Company is positioned to actively address. Since then, however, the social and environmental issues have become more pressing, and the demands of society have accordingly changed.

Recognizing the changes, we looked back at our achievements and forward to the future of healthcare, and reevaluated the role that Mitsubishi Tanabe Pharma should play in the society of the future. This reevaluation led us to recast our corporate philosophy into our MISSION and our vision into VISION 30. We then formulated the Medium-Term Management Plan 21–25 for executing the steps we need to take in the years 2021–2025 to position us to fulfill the MISSION and VISION 30. When forming the plan and our new objectives, we also thoroughly reviewed our material issues.

As we reviewed our materiality, we discussed what is important to achieve the goals set out in the Medium-Term Management Plan 21–25 in order to contribute to the realization of a sustainable society, and added and revised some of the materiality items identified in 2018 as was necessary.

The outcome was management approving the following eight items as our new material issues.

## Eight Material Issues



\* Changed/added from material issues designated in 2018

# Process of Designating Material Issues

## Step 1: Identify social issues that need to be considered

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In designating material issues, the Group considered not only international guidelines and GRI standards but also SASB<sup>\*1</sup> pharmaceutical industry evaluation standards, ATM index<sup>\*2</sup> evaluation items, and others. In this way, social issues that need to be considered were identified in a comprehensive manner.

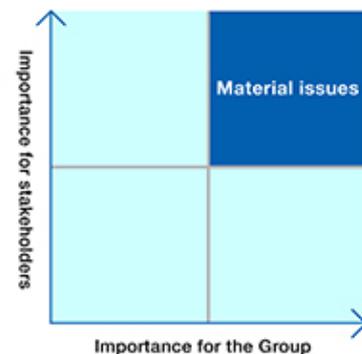
- \*1 Sustainability Accounting Standards Board. An NPO based in the U.S. that sets and discloses sustainability evaluation standards by industry. In 2021, it was integrated with the IIRC to establish the Value Reporting Foundation (VRF).
- \*2 Access to Medicine Index. An index that analyzes and ranks 20 of the world's top pharmaceutical companies on how they make medicines more accessible. Implemented by the Access to Medicine Foundation, an NPO based in the Netherlands.

## Step 2: Prioritize social issues

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For the social issues identified in step 1, their importance for the Group was evaluated with consideration for such factors as the Group's values and major policies, strategies and specific activity objectives, and risk-related information.

In addition, to evaluate the importance of these issues for stakeholders, we analyzed and organized items that are considered to be important by evaluation institutions that work to promote responsible investing on behalf of external stakeholders. From these two perspectives, we created a materiality map and narrowed down the issues to those with high priority.



## Step 3: Confirm appropriateness and designate material issues

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We designated the material issues after the validity of the materiality map was confirmed through consultation with experts from inside and outside the Company. For the material issues, we organized and confirmed their relevance in regard to major initiatives, the SDGs, the Group's Code of Conduct, and the MOS indices of KAITEKI upheld by the Mitsubishi Chemical Group (the MCG Group), of which Mitsubishi Tanabe Pharma is a member.

# Materiality and Monitoring Indicators

The Group has established monitoring indicators to track the status of materiality initiatives and bring about further improvements. Following a review of materiality, we have established the monitoring indicators shown below. The results of the new monitoring indicators are disclosed beginning with the fiscal 2021 results.

Please click the link to see initiative examples.

[Table of Material Issues, Major Initiatives, and FY2022 Results \[PDF : 174 KB\]](#)

## ① Innovative pharmaceuticals and healthcare services



### Main Initiatives and Results

|  |  | FY2022   | FY2021  | Scope of data collection |
|--|--|--|---|--------------------------|
| Creating new drugs, adding indications, changing dosage and administration, adding formulations, and providing around the pill solutions | Number of approvals (Medium-Term Management Plan 21-25, cumulative)                      | 23   | 13  | (Global)                 |
|  | Number of solutions provided to patients (Medium-Term Management Plan 21-25, cumulative) | 3  | 0   | (Global)                 |
|  | Number of development pipelines  | 20   | 27  | (Global)                 |
|  | Awards received for drug discovery (total since 2007 merger)                             | 21   | 21  | (Global)                 |
|  | Number of partnering projects (Medium-Term Management Plan 21-25, cumulative)            | 11   | 6   | (Global)                 |
|  | Medium-Term Management Plan 21-25 new product sales volume by year                       | <ul style="list-style-type: none"> <li>299 packs (Therapeutic drugs for neuromyelitis optica spectrum disorders)</li> <li>6,507 packs (Therapeutic drugs for tardive dyskinesia)</li> <li>24,587 packs (Therapeutic drugs for amyotrophic lateral sclerosis, oral suspension)</li> </ul> | 123 packs (Therapeutic drugs for neuromyelitis optica spectrum disorders) | (Global)                 |

- **Initiative examples:** [Together with Patients and Healthcare Professionals> Research & Development](#)  
[Together with Patients and Healthcare Professionals> Stable Supply](#)  
[Development Pipeline](#)

## ② Quality assurance and stable supply



| Main Initiatives and Results   |  |  |  |                          |
|--|--|--|--|--------------------------|
|  |  | FY2022                                 | FY2021                                 | Scope of data collection |
| Building systems for the stable supply of reliable pharmaceuticals, and appropriate responses to questions about quality | Number of product recalls (class I, II, and III)   | Class I 0<br>Class II 1<br>Class III 0 | Class I 0<br>Class II 1<br>Class III 0 | (Japan)                  |
|  | Customer satisfaction with questions about quality | 92.9%                                  | 92.4%                                  | (Japan)                  |

- **Initiative examples:** Together with Patients and Healthcare Professionals> Drug Safety / Quality Assurance  
Together with Patients and Healthcare Professionals> Stable Supply.

## ③ Appropriate use of products



| Main Initiatives and Results   |   |  |  |                          |
|--|---|--|--|--------------------------|
|  |   | FY2022                                 | FY2021                                 | Scope of data collection |
| Establishing a drug consultation center, collecting safety information, and providing information related to the appropriate use of products | Number of external presentations on clinical research (papers/academic conferences, etc.) | 84                                     | 77                                     | (Global)                 |
|  | Instances of safety information collected   | Domestic : 20,200<br>Overseas : 49,600 | Domestic : 14,600<br>Overseas : 54,100 | (Global)                 |

- **Initiative example:** Together with Patients and Healthcare Professionals> Information Provision

## ④ Access to healthcare



| Main Initiatives and Results   |   |                      |                       |                          |
|--|---|----------------------|-----------------------|--------------------------|
|  |   | FY2022               | FY2021                | Scope of data collection |
| Supporting patients, developing therapeutic drugs for intractable and rare diseases, promoting projects for infectious diseases that are prevalent in developing countries | Number of subsidized patient organizations (cumulative, total)                            | 219                  | 167                   | (Global)                 |
|  | Number of health support website visitors   | 24.25 million        | 31.44 million         | (Global)                 |
|  | Number of pipelines for intractable and rare diseases                                     | 9                    | 9                     | (Global)                 |
|  | Number of approvals for intractable and rare diseases (Medium-Term Management Plan 21-25) | 3                    | 1                     | (Global)                 |
|  | Number and stage of infectious disease treatment projects for developing countries        | 3(Non-clinical)      | 2(Non-clinical)       | (Global)                 |
|  | Number of health support programs in developing countries                                 | Vaccine: 9,281 doses | Vaccine: 34,633 doses | (Global)                 |

- Initiative example:**
[Together with Patients and Healthcare Professionals> Solving Issues Related to Improving Access to Healthcare Development Pipeline](#)  
[Together with Patients and Healthcare Professionals> Information Provision](#)  
[Together with the Local Community> Contributions to Medical Care and Welfare](#)

## ⑤ Stakeholder engagement



| Main Initiatives and Results   |   |  |  |                          |
|--|---|--|--|--------------------------|
|  |   | FY2022   | FY2021   | Scope of data collection |
| Disseminating information and dialoging with stakeholders including customers, the general public, and employees | Employee awareness survey results (Sympathy/ understanding of management philosophy, rewarding/ motivation) | 77% (total favorable)* <sup>1</sup>                                | 79% (total favorable)* <sup>1</sup>                                | (Global)                 |
|  | Customer satisfaction survey results (7-point scale)  | Overall satisfaction : 5.11<br>Sympathy : 5.12<br>Necessity : 5.62 | Overall satisfaction : 5.05<br>Sympathy : 5.09<br>Necessity : 5.56 | (Japan)                  |

- **Initiative examples:** [Stakeholder Engagement](#)  
[Together with the Local Community > Activities Addressing Social Needs](#)  
[Together with Employees > Occupational Health and Safety > Employee Survey](#)

## ⑥ Employee health, diversity and inclusion



| Main Initiatives and Results   |   |                                     |                                     |                          |
|--|---|-------------------------------------|-------------------------------------|--------------------------|
|  |   | FY2022                              | FY2021                              | Scope of data collection |
| Promoting health management and improving work environment where all employees can play an active role | Employee survey results (Wellness item)                         | 84% (total favorable)* <sup>1</sup> | 85% (total favorable)* <sup>1</sup> | (Global)                 |
|  | Employee survey results (Diversity and respect for individuals) | 79% (total favorable)* <sup>1</sup> | 81% (total favorable)* <sup>1</sup> | (Global)                 |
|  | Diversity of management   | 10.0%                               | 20.8%                               | (Global)                 |

- **Initiative examples:** [Together with Employees > Occupational Health and Safety](#)  
[Together with Employees > Promoting Diversity & Inclusion](#)

## ⑦ Environment-friendly business



| Main Initiatives and Results   |  |                               |                               |                          |
|--|--|-------------------------------|-------------------------------|--------------------------|
|  |  | FY2022                        | FY2021                        | Scope of data collection |
| Reducing environmental impact in corporate activities and educating employees to raise environmental awareness | GHG emissions (vs. fiscal 2019)                  | 24.0% reduction <sup>*2</sup> | 18.6% reduction <sup>*2</sup> | (Global)                 |
|  | Amount of water withdrawal (vs. fiscal 2019)     | 36.9% reduction <sup>*2</sup> | 30.9% reduction <sup>*2</sup> | (Global)                 |
|  | Amount of final waste disposed (vs. fiscal 2019) | 51.5% reduction <sup>*2</sup> | 1.9% increase <sup>*2</sup>   | (Japan)                  |

- **Initiative examples:** [Environment>Targets & Initiatives](#)  
[Environment>Climate Change Initiatives](#)  
[Environment>Water Resource Initiatives](#)  
[Environment>Initiatives to Reduce Waste and Reuse Resources](#)

## ⑧ Ethics, fairness and integrity



| Main Initiatives and Results  |  |                                       |                                       |                          |
|---|--|---------------------------------------|---------------------------------------|--------------------------|
|   |  | FY2022                                | FY2021                                | Scope of data collection |
| Working to cultivate an awareness of compliance issues, establishing and observing a variety of policies, and establishing hotlines | Surveying employee awareness on compliance (Employee awareness survey / 5 points is a perfect score) | 95% (total favorable) <sup>*1*3</sup> | 4.51 points                           | (Global)                 |
|   | Customer satisfaction survey results (7-point scale)   | Compliance: 5.15<br>Confidence : 5.31 | Compliance: 5.14<br>Confidence : 5.29 | (Japan)                  |

- **Initiative examples:** [Management>Compliance](#)

\*1: Total favorable is the total score of the top two response choices (Agree/Tend to Agree).

\*2: Due to the companies included in the calculation withdrawing from business and reorganizing their facilities, results from FY2019 onwards have also changed

\*3: In accordance with changes to survey methods, FY2022 results and the scope of the survey have also changed.



# Stakeholder Engagement

## Basic Approach

The Group's corporate activities are conducted in relationship to a wide range of stakeholders including patients. We will promote better communication and appropriate information disclosure to gain stakeholder trust. We seek to raise corporate value and achieve a sustainable society by reflecting everyone's views and society's needs as issues and goals in our corporate activities.

Below are presented the main methods and opportunities for communicating with stakeholders that we have determined are most important for the Company.

| Stakeholders                       | Main Communication Methods and Opportunities  |
|------------------------------------|---|
| <b>Patients and Their Families</b> | <ul style="list-style-type: none"> <li>• <a href="#">Holding various seminars</a></li> <li>• <a href="#">Interacting with patient organizations and support groups</a></li> <li>• <a href="#">Providing information through the Medical Information Center (Inquiries)</a><br/><a href="https://www.mt-pharma.co.jp/e/inquiry/">https://www.mt-pharma.co.jp/e/inquiry/</a></li> <li>• Providing health support information through our website<br/><b>Discussions about diseases (Japanese language only)</b><br/><a href="https://www.mt-pharma.co.jp/general/">https://www.mt-pharma.co.jp/general/</a><br/><b>Health support website (Japanese language only)</b><br/><a href="https://di.mt-pharma.co.jp/health-support/">https://di.mt-pharma.co.jp/health-support/</a> </li> <li>• JourneyMate Support Program (provides support to ALS patients of the US)<br/><a href="https://www.radicava.com/patient/journeymate-support-program/">https://www.radicava.com/patient/journeymate-support-program/</a> </li> </ul> |
| <b>Healthcare Professionals</b>    | <ul style="list-style-type: none"> <li>• <a href="#">Providing and collecting pharmaceutical information through medical representatives (MRs)</a></li> <li>• <a href="#">Holding various seminars and exchanging views with specialists</a></li> <li>• Creating website for healthcare professionals<br/><a href="https://medical.mt-pharma.co.jp/index.shtml">https://medical.mt-pharma.co.jp/index.shtml</a>  (Japanese language only)</li> </ul>  |
| <b>Employees</b>                   | <ul style="list-style-type: none"> <li>• <a href="#">Various training, career interviews, etc.</a></li> <li>• <a href="#">Providing environments that are safe and comfortable to work in</a></li> <li>• Dialoguing with management</li> <li>• Providing information utilizing in-house magazine and Company intranet</li> <li>• <a href="#">Providing labor-management councils</a></li> <li>• <a href="#">Internal and external hotlines</a></li> <li>• <a href="#">Employee survey</a></li> </ul>  |
| <b>Business Partners</b>           | <ul style="list-style-type: none"> <li>• <a href="#">Interacting through procurement activities</a></li> <li>• <a href="#">Dialoguing through CSR procurement (conducting surveys, etc.)</a></li> </ul>   |
| <b>Local Communities</b>           | <ul style="list-style-type: none"> <li>• <a href="#">Conducting visiting lectures at schools</a></li> <li>• <a href="#">Accepting company visits</a></li> <li>• <a href="#">Holding local events</a></li> <li>• <a href="#">Mitsubishi Tanabe Historical Museum</a></li> <li>• <a href="#">Volunteering activities in local communities</a></li> <li>• <a href="#">Greening and beautification activities around business sites</a></li> </ul>  |



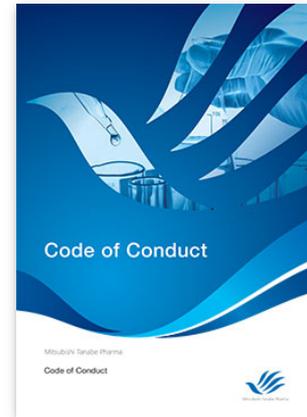
Management

# Code of Conduct

Targeting the realization of MISSION and VISION 30, we have formulated the Code of Conduct as a guide to behavior based on the Corporate Behavior Charter and the Declaration of Compliance.

This code demonstrates fundamental approaches and detailed action guidelines for each business activity, and accordingly, in addition to Japanese we have also prepared English and Chinese versions and made them available on the corporate web site.

> [Code of Conduct](#)





## Respect for Human Rights

### Basic Stance on Human Rights

The Mitsubishi Chemical Group (the MCG Group) has established the [Global Policy on Respecting Human Rights, Employment and Labor \[PDF : 140KB\]](#) in accordance with the following international norms.

#### <International norms to which we comply>

- Universal Declaration of Human Rights
- Declaration on Fundamental Principles and Rights at Work (International Labor Organization)
- Global Compact (United Nations)
- Guiding Principles on Business and Human Rights (United Nations)

Additionally, the Mitsubishi Chemical Group Charter of Corporate Behavior features a section on “Respecting Human Rights,” which states that we must respect the dignity and rights of all people without engaging in unfair discrimination on the basis of race, gender, religion, or any other reason.

In Japan, the Group’s corporate intranet hosts a human Rights section in the Compliance Guidebook that all employees in the domestic Group can view, which clearly states our respect for the personalities and human rights of every individual, along with our intention to create a psychologically safe workplace. Moreover, this section clearly states that employees shall not treat people unfairly on the basis of gender, age, nationality, race, ideology, creed, religion, education, origin, disease, disability, sexual orientation/gender identity (including LGBTQ+\*) and shall not engage in harassment or discrimination, or other behavior that impinge on their character or human rights.

In addition, we share the “[Developing Cooperative Business Practices with Suppliers and Business Partners - Guidebook \[PDF : 451KB\]](#) ” with our suppliers and also conduct surveys to deepen their understanding with regard to human rights.

#### > Establishing a Sustainable Supply Chain

\* LGBTQ+: In this report, LGBT is used as a generic term to refer to people who belong to a sexual minority, with the addition of Q (Questioning: people who have not decided on or do not know their own identity) and “+” as an expression of sexual diversity, which cannot be expressed in words.

# Human Rights Awareness Promotion Structure

Based on “Respect for Human Rights” written in the Mitsubishi Chemical Group Charter of Corporate Behavior, the Group has instituted the Regulations for Promoting Awareness of Human Rights to establish a system for promoting human rights awareness activities as well as basic points for human rights training in the domestic Group. Based on these regulations, we have established the Human Rights Awareness Promotion Committee, chaired by the Representative Director, as a deliberative body for the planning and promotion of companywide human rights awareness policies. Furthermore, headquarters committee members, department committee members, and regional committee members play a key role in holding in-house training for officers and employees, and promoting awareness of human rights and diversity.



## Human Rights Awareness Training

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The Human Rights Awareness Promotion Committee Secretariat formulates the annual plan for human rights awareness training, the Chairman of the Human Rights Awareness Promotion Committee and headquarters committee members approve the plan, which is then carried out. In fiscal 2022, we held training for new employees covering human rights in general, and at each workplace in the domestic Group held readings of the important sections of the “Harassment Prevention Guidebook” created in-house, in an effort to deepen employee understanding of harassment prevention, consulting services, and other issues.

Regional members systematically participated in external training courses organized by outside human rights-related organizations of which the Company is a member.

## Diversity & Human Rights Slogan Contest

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In anticipation of Human Rights Week in December each year, the Group encourages employees to submit diversity and human rights slogans. In this way, the Group is working to enhance human rights awareness.

In fiscal 2022, employees at 13 Group companies in North America, Europe, Asia, the Middle East, and Japan submitted 654 slogans. The members of the Human Rights Awareness Promotion Committee selected Global Best Award slogans from among the Local Best Award slogans chosen by each Group company based on originality, ease of understanding, and educational effects under the theme of “Diversity and Human Rights.”

The award-winning slogan will be used at various MTPC Group-organized events.

Global Best Award-winning slogan: “Value your own values Respect the other person's values”

Winner: Naoya Hiraiwa (Yoshitomi Plant, Mitsubishi Tanabe Pharma Factory)

### Slogan Thoughts

I am delighted to have been chosen to receive the Global Best Award.

My slogan expressed my wish for a society where there are as many ways of thinking as there are people, and where all can coexist without being denied, as well as my belief that my ideas are an important element in diversity, and that we should accept the existence of ideas other than our own, rather than disparaging them. I hope for a world in which all people can live in peace with a positive perception of their own identity.

### Winner of the Excellence Award in the Human Rights Slogan Competition of a Human Rights Enlightenment Organization

This slogan received the Excellence Award in the 2022 Human Rights Slogan Contest of a Human Rights Enlightenment Organization, of which we are a member.



Naoya Hiraiwa (photograph, at Right), and Yusuke Furuse, manager of the Yoshitomi Plant (at left)

## Human Rights Due Diligence\*

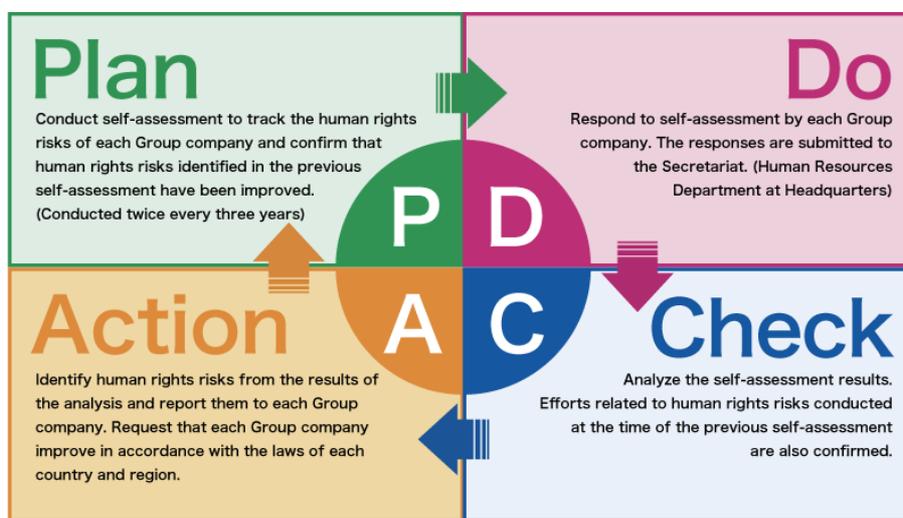
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The Group conducts its business activities in accordance with the laws and regulations of each country and region, and the rules of each company. In this way, we are working to ensure that we do not engage in or participate in violations of human rights. In the unlikely event that a human rights violation is discovered, we work to quickly resolve the problem.

In fiscal 2022, we conducted a self-assessment of human rights, targeting the Group (including our overseas offices). The purpose of conducting this assessment was to track human rights risks at each company and to confirm that the human rights risks identified in the previous self-assessment have been improved. We collected responses from each company and compared and evaluated the results with reference to those obtained in the previous assessment, which confirmed that our efforts are improving.

\* Human rights due diligence is the process of identifying, preventing, and mitigating adverse impacts related to human rights.

Human Rights Due Diligence Process



## Human Rights Considerations in Hiring

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In the Group's employment selection, we have set a basic policy to respect basic human rights and to conduct selection fairly based on experience, ability, aptitude, and interest, without regard to nationality, place of birth, gender, sexual orientation, gender identity, family situation, beliefs or other factors that are unrelated to the applicant's aptitude or ability.

In the selection process, we conduct fair employment screening based on the applicant's aptitude and ability and do not ask inappropriate questions that may violate one's human rights. Furthermore, one is not required to indicate gender on the job application form for new graduates or the internship application form for students.



Management

## R&D Ethics

### Ethical Considerations in Animal Experiments at the Research Stage

In pharmaceutical research and development, animal experiments may be necessary and are the only means of confirming efficacy and safety as pharmaceuticals. However, animal experiments involve sacrificing the lives and bodies of animals, and thus it is essential to take ethics into consideration. Mitsubishi Tanabe Pharma has formulated “Guidelines for Proper Conduct of Animal Experiments” and complies with relevant laws, regulations, and guidelines, etc., giving due consideration to animal welfare with reference to all animal experiments. Our policies and the status of our initiatives is included in “Information Disclosure on Animal Experiments.”

All employees will remind themselves that drug discovery is founded on a respect for all life, and continue to contribute to the welfare of animals and people.

### Ethics Review Committee Initiatives

Discovery research using samples provided by patients, such as human tissue and cells, as well as information, such as treatment information, is increasingly important in the discovery of more-effective, safe drugs. In implementing this type of research, it is essential to pay careful attention to ethical issues, such as the receipt of appropriate informed consent, reduced burden on research subjects, and the protection of personal information.

The Mitsubishi Chemical Group (the MCG Group) has established the MCG Human Tissue Research Ethics Review Committee as an ethics review committee in conformance with the Ethical Guidelines for Life Sciences and Medical and Health Research Involving Human Subjects (Ministry of Education, Culture, Sports, Science and Technology (MEXT); Ministry of Health, Labour and Welfare (MHLW); Ministry of Economy, Trade and Industry (METI)). This committee carefully reviews the ethical appropriateness and scientific rationality of research protocols. To promote objectivity and impartiality in these reviews, outside members are included to ensure that respect is given to a range of opinions and to facilitate appropriate reviews. To ensure full transparency, the Company posts the committee membership list, the rules governing the committee, and summaries of its proceedings on the research ethics committee reporting system established by MHLW.

# Human Rights and Bioethical Considerations in Clinical Trials

All Mitsubishi Tanabe Pharma clinical trials are subject to strict standards. The Company follows the guidelines set by the International Council of Harmonization of Technical Requirements for Pharmaceuticals for Human Use/Good Clinical Practices (ICH-GCP), based on the Declaration of Helsinki. It also upholds the laws and regulations of the country in which the studies are conducted, as well as its own standards and clinical trial protocols. All volunteer trial subjects give their informed consent to do so. The Company's highest priority is to ensure the safety of its trial subjects, protect their human rights, and safeguard and improve their personal welfare.

Mitsubishi Tanabe Pharma Clinical Trial Protocol Review Committee includes members from outside the Company and medical experts who are well-versed in clinical trial ethics. Before a trial is allowed to begin, the committee investigates the proposed study to confirm its ethical and its scientific validity.

In addition, the Company's clinical trial management system is used to verify that studies are being properly administered, and we have established a system to ensure that the trial data is reliable.



Management

## Compliance

### Compliance Promotion Structure

The Mitsubishi Tanabe Pharma Group is united in its efforts to practice and promote compliance with the Mitsubishi Chemical Group (the MCG Group) based on the "One Company, One Team" system. For details, see the Mitsubishi Chemical Group Corporation (MCG) website.

Compliance

<https://www.mcgc.com/english/group/compliance.html>

### Corporate Behavior Charter Day

After factoring in the gravity of the Medway Issue and the related quality control problems, (a violation of the Pharmaceutical Affairs Act and GMP ministerial ordinance), and recognizing the need to prevent any further incidents of misconduct, the Mitsubishi Tanabe Pharma Group has introduced an annual Corporate Behavior Charter Day, which offers employees the opportunity to review the Group's Charter and reflect on their individual conduct.

In fiscal 2022, we invited an outside lecturer for another "Compliance Lecture" held remotely, which focused on the subject of "Future-orientation—Establishing compliance by seeking to attain better things." The lecture was well-attended, with a lively question and answer session on the day, and also offered for on-demand viewing, where it has been viewed by many employees.

Compliance meetings are held annually at all worksites in Japan, focusing on exchanges of opinions, employees read the Compliance Guidebook together, and sign pledges in which they vow to conduct themselves in accordance with the Corporate Behavior Charter and the Compliance Guidebook. We also held compliance meetings at overseas Group companies by including local content in the corresponding content used in Japan.

## Addressing Harassment

The MCG Group has established a section on “Respecting Human Rights” in its Charter of Corporate Behavior. This makes a clear declaration that we will respect each other’s human rights, and work to create safe, comfortable working environments. The Compliance Guidebook, which can be viewed on the corporate intranet by all employees of the domestic Group, states clearly that the Group will not tolerate acts that violate human rights or prevent people from exercising their abilities, such as discrimination or harassment, or the use of power to force subordinate employees to engage in excessive work (sexual harassment, power harassment, etc.)

Additionally, in November 2022, the Group released a “Message on Prohibition of Harassment” under the name of the manager of the Japan Human Resources Department, directed to all employees of the company’s domestic Group. This message was a clear statement of the company’s stance of prohibiting harassment. Moreover, the “Harassment Prevention Guidebook” released in 2018 was revised in January 2023, with the addition of the aforementioned “Message on Prohibition of Harassment,” and other content enhanced and restated.

We believe that eliminating harassment will result in the creation of comfortable workplaces, and in turn lead to the vitalization and success of the corporate group.

## Protecting Customer Privacy

Mitsubishi Tanabe Pharma is committed to protecting its customers' personal information. In keeping with its strong sense of responsibility regarding this subject, the Company has released its [Privacy Policy: Personal Information Protection Policy](#) to the public. Toward this end, the Company uses only fair and reasonable methods to collect customers' personal information and utilizes this information only to the extent necessary to achieve the permitted purpose. In addition to this fundamental approach, it has taken the following initiatives with regard to the handling of personal information.

- (1) Established and revised defined regulations regarding the protection of personal information
- (2) Issued and revised the Personal Information Leak Prevention Manual
- (3) Built a management system for personal information protection, including the appointment of division managers and personnel who handle personal information
- (4) Educated and trained employees; supervised and audited subcontractors
- (5) Implemented robust data encryption and security measures on IT equipment (computers and cellular phones) owned by the company



Management

## Risk Management

### Risk Management Associated with Business Activities

Working from a “One Company, One Team,” system, the Mitsubishi Tanabe Pharma Group is engaged in ERM (Enterprise Risk Management) activities to allow the Mitsubishi Chemical Group (the MCG Group) to ensure sound management based on the “Mitsubishi Chemical Group/ERM Basic Regulations.”

For details, see the Mitsubishi Chemical Group Corporation (MCG) website.

[https://www.mcgc.com/english/group/risk\\_management.html](https://www.mcgc.com/english/group/risk_management.html)

### Crisis Management

The Group has conducted a review of its Business Continuity Plan (BCP) and systems to ensure the continued stable supply of pharmaceuticals to patients in case of a major earthquake such as a Nankai Trough earthquake or a Tokyo inland earthquake predicted to strike in the future. Additionally, the Group has implemented information sharing systems intended to gather information in the event of a disaster. We are improving our practical skills by conducting initial information gathering training and safety confirmation drills. We are also advancing countermeasures in case of a disaster, including one that affects the supply chain, by examining the countermeasures of our business partners.

### Information Security

The Company participates in the Information Security Executive Committee, an MCG Group organization.

#### Main roles of the Information Security Execution Committee

- Identification of information security risks and formulation of response plans
- Establishment of rules and implementation of countermeasures
- Responses to information security incidents
- Monitoring of the implementation status of measures and compliance with associated rules and regulations

Furthermore, in response to overseas business expansion and the increasing complexity of IT infrastructure, the Group will implement measures to ensure the safe and stable use of information and data communications technologies through surveys on security maturity at overseas bases, and enhancing security checks when using network security and cloud services. We are also taking steps to improve security, including that of our supply chain, by checking our business partner’s security.

In preparation for damage mitigation and early recovery in the event of an incident, we are examining our response system and flow in conformity with the above incident prevention measures.

## **Leakage of personal information**

The leakage of personal information not only harms third parties but could also seriously damage the credibility of the Company and cause irreparable loss.

The Group will comply with GDPR\* and other personal information-related laws and regulations and re-examine its rules to strictly manage information in line with the overseas expansion of the Group.

\* The EU's General Data Protection Regulation (GDPR). A new personal information protection framework instituted by the European Parliament, European Council and European Commission.

## **Support for remote work**

We are constructing a new network environment with the goal of improving convenience and ensuring security for remote work, which has taken hold as a new way of working.

[Protecting customer privacy](#)



# Promotion of Fair Operating Practices

## Initiatives for Fair Business Practices

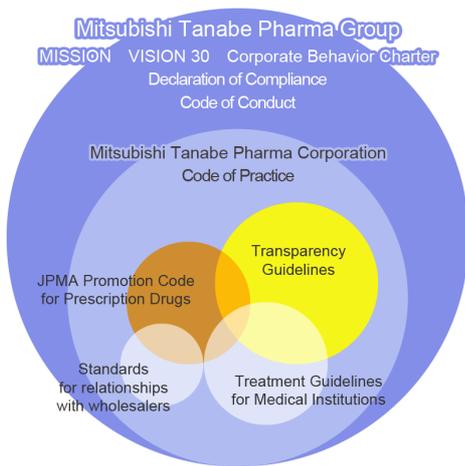
The Corporate Behavior Charter of the Group states that we will strive to maintain high ethical standards and place priority on fairness and integrity in all activities. In addition, the Declaration of Compliance expresses our commitment to conducting transactions in a fair manner based on open competition in the market, giving consideration in transaction relationships not only to laws and regulations but also to social standards, and to maintaining healthy and proper relationships with government and administrative entities while strictly refusing any relationships with antisocial forces. Specifically, based on the [Code of Conduct](#), we formulated the Mitsubishi Tanabe Pharma Corporation Code of Practice, which is described in the following section, and each activity is conducted in strict observance of the following independent standards.

- Promotion Code
- Transparency Guidelines
- Global Policy for the Prevention of Bribery and Corruption
- Guidelines for Activities to Provide Sales Information on Ethical Drugs
- Treatment Guidelines for Medical Institutions

## Code of Practice

The Japan Pharmaceutical Manufacturers Association (JPMA), of which Mitsubishi Tanabe Pharma is a member company, put the JPMA Code of Practice into effect in 2013. This establishes behavioral standards that must be observed by the executives and employees of the member companies in their interactions with researchers, healthcare professionals, patient organizations, wholesalers, etc. In response, the Company established and put into effect the Mitsubishi Tanabe Pharma Corporation Code of Practice. All executives and employees of the Company and Group companies in Japan are required to follow this code not only in promotion endeavors designed for healthcare professionals, medical institutions, and others, but also in all other corporate activities, including testing and R&D, information provision activities, cooperation with patient organizations, and relationships with wholesalers. Overseas Group companies comply with the codes of each country based on the International Federation of Pharmaceutical Manufacturers and Associations' Code of Practice (IFPMA Code).

## Positioning of the Code of Practice



- Applicable to all Company executives and employees
- Officers and employees of Group companies must also comply with this code
- Must be followed in promotion activities and all other corporate activities
- Must comply with Guidelines for Activities to Provide Sales Information on Ethical Drugs
- Must respond to issues dealing with the Fair Competition Code of the Ethical Pharmaceutical Drugs Marketing Industry

## Appropriate Promotion Activities Initiatives

### Definition of Promotion

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In the Japan Pharmaceutical Manufacturers Association's Code of Practice (JPMA Code), for a pharmaceutical company, the word "promotion" as it is used here does not refer to "sales promotion." Rather, it means "to engage with healthcare professionals in the provision, collection, and communication of drug information and promote the proper use and adoption of prescription drugs on the basis of those interactions."

### Pursuing Promotional Activities

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The Promotion Code for Prescription Drugs, which is a part of the JPMA code of practice, describes details of promotions conducted by member companies. In accordance with the intent of the Promotion Code, we established the Mitsubishi Tanabe Pharma Promotion Code for Prescription Drugs to promote the appropriate use and dissemination of prescription drugs.

Additionally, following the application of the Guidelines for Provision of Sales Information on Prescription Drugs, which sets forth a standard for appropriate sales information provision activities for ethical drugs by the Ministry of Health, Labour and Welfare, we added an advisory function to the Appropriate Supervisory Committee, which until now had been an advisory body for creating promotional materials, and for sales information provision activities to promote the proper use of ethical pharmaceutical drugs.

Further, for lectures that serve as opportunities to promote ethical drugs, we create booklets to explain lecture standards for presenters and carefully explain these standards to presenters in advance, thus ensuring the appropriateness of lectures at the Mitsubishi Tanabe Pharma Group.

### Ensuring Transparency

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The aim of the Japan Fair Trade Council of the Medical Devices Industry is to restrict unjustifiable premiums, such as money, goods, services, etc., provided as an inducement to engage in transactions to ensure fair competition among businesses. The council has its legal basis in the Act against Unjustifiable Premiums and Misleading Representations.

Accordingly, we have established Treatment Guidelines for Medical Institutions to prevent the distortion of proper prescription drugs use and unjustifiable customer inducements and increase the transparency of transactions by restricting the provision of unjustifiable premiums.

## Audit System

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In January 2021, we established the Promotion Audit Department to promote our initiatives for proper promotion activities, and improved our systems.

## Initiatives Related to Transparency with Medical Institutions and Patient Organizations

### Initiatives Related to Medical Institutions

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To support not only the discovery of innovative drugs but also the provision and collection of information for the purpose of appropriate drug usage, collaboration and alliances among pharmaceutical companies, universities, and medical institutions are indispensable. However, as these alliance activities become more common, there are increasing opportunities for medical institutions and healthcare professionals to be significantly involved with specific companies or products, and there could be concerns about the extent to which the judgment of both is influenced by this situation.

#### Formulation of guidelines

In July 2011, the Company formulated its guidelines for transparency in relationships with medical institutions. The purpose of these initiatives is to secure a broad understanding from society regarding the contribution made by the Company's business activities to progress in medicine, pharmacology, and the other life sciences as well as the Company's high ethical standards in its business activities.

#### Information disclosure

The record of payments to medical institutions by the Group has been disclosed on the Company's website since fiscal 2012. From fiscal 2019, information has been disclosed in compliance with the Clinical Trials Act. Regarding the provision of compensation or funds to doctors or to healthcare related institutions or organizations in Europe or the U.S., we are conducting information disclosure in an appropriate manner in accordance with guidelines and laws formulated in Europe and the U.S.

#### Management structure

In August 2014, the Company formulated guidelines for managing conflicts of interest with medical and research institutions. We have established principles for avoiding problems with conflicts of interest and a system for managing conflicts of interest, and we are working to operate this system in an appropriate manner.

### Initiatives Related to Patient Organizations

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First, it is important for corporate activities to be based on a high level of ethical standards and mutual understanding with respect for the independence of patient organizations. On that basis, to secure a broad understanding from society regarding our contribution to the activities and development of patient organizations, in April 2013, we formulated our guidelines for transparency in relationships with patient organizations. Since fiscal 2013, information regarding the funds and labor provided to these patient organizations is disclosed on the Company's website.

## Initiatives to Prevent Bribery and Corruption

Bribery and corruption in business not only hinder proper commercial transactions, but they can also have harmful effects, such as serving as the source of funding for anti-social forces. Recently, regulations for bribery and corrupt practices are being reinforced in countries around the world.

The Group has established the “[Mitsubishi Tanabe Pharma Group Global Anti-Bribery and Corruption Policy](#),” which applies to all Group companies, with the aim of further strengthening its approach toward prevention of bribery and corrupt practices.

The Group declared in the Policy that it will take a “zero-tolerance approach” to bribery and corrupt practices, and promised that it will not engage in bribery or corrupt practices. The Group also stated it will establish and operate an in-house system to eradicate bribery and corrupt practices.

Moreover, to further clarify the content of this policy, we formulated relevant guidelines for countries and regions where risks are thought to be particularly high, and we are implementing appropriate responses in line with the laws, regulations, and business practices of each country.

## Dealing with Antisocial Forces

In accordance with rules for the elimination of crime syndicates, the Group’s basic policies regarding corporate extortionists, crime syndicates, and other antisocial forces are to not fear them, to not provide any funds to them, and to shun all contact with them. Therefore, we have taken the initiative to constantly gather information on antisocial forces and verify our business partners in cooperation with specialized external institutions such as the police. In the face of unreasonable demands, the Group will respond with a resolute stance that is unyielding and uncompromising. Moreover, officers and employees in their day-to-day business activities, must consistently avoid relationships with antisocial forces, adhere strictly to relevant laws and ordinances, and act in accordance with social ethics.

## Protection of Intellectual Property Rights

Under its philosophy of contributing to the healthier lives of people around the world through the creation of pharmaceuticals, the Group has established an intellectual property policy as a basis for providing new medical opportunities and to protect and make effective use of its globally competitive intellectual properties.

In addition to filing, acquiring, and maintaining intellectual property rights including patents and trademarks, we promote an intellectual property strategy that is integrated with our business and R&D strategies, and work to ensure our rights not only at the initial research stage, but also at the appropriate time tailored to the product lifecycle. As a result, the Group held 1,015 registered patents as of March 31, 2023.

Furthermore, the Company respects third-party valid intellectual property rights by managing intellectual property risks through investigation into the rights of third parties. At the same time, we are working to create a system to protect and utilize our intellectual property by taking legal action and other measures, depending on the situation, in case a third party infringes upon our intellectual property rights.

In principle, the Group does not enforce its patent rights in the Least Developed Countries (LDCs) stipulated by the United Nations in order to contribute to healthcare access in economically deprived areas around the world.



Environment

# Environmental Management

## Basic Approach

Since fiscal 2022, the Mitsubishi Chemical Group (the MCG Group) has been engaged in environmental and safety activities, based on its “One Company, One Team” system.

Mitsubishi Tanabe Pharma Group conducts environmental management, and has formulated the [Code of Conduct](#) and [Environment & Safety Policy](#), which set out a basic approach and initiatives for business activities based on the MCG Group’s high-level policies.

We promote activities that consider the environment, safety, and health in line with these guidelines and policies and constantly strive to reduce our environmental impact. In addition, we proactively disclose environmental information to society and promote communication through dialogue with stakeholders.

### Code of Conduct for the Environment and Safety

In conformity with the overriding principle that safety is paramount, we strive to prevent accidents occurring at workplaces and to implement adequate precautions and preparations against all contingencies, including occupational accidents and disasters. We also take continuing steps to reduce the impact of our corporate activities on the natural environment and we are fully committed to community environmental conservation activities.

### Environment & Safety Policy

Mitsubishi Tanabe Pharma Corporation and its group companies (“MTPC Group”) aim to be global research-driven pharmaceutical companies that are trusted by society, and actively strive to protect the global environment and ensure people’s safety.

1. We assess our corporate activities for their environmental impact in order to continuously reduce environmental burden.
2. We give priority to safety considerations for all our workers to prevent occurrence of occupational accidents.
3. We set clear targets for our environmental and safety activities, and we effectively maintain and improve our system to achieve such targets.
4. We pursue activities in compliance with not only laws and regulations relating to environment and safety, but also more rigorous corporate management standards.
5. We systematically conduct training to raise each and every employee's awareness of the environment and safety.
6. We proactively disclose information relating to environment and safety so that we can deepen communication with society.
7. By proactively participating in and cooperating with environmental management and disaster reduction activities organized by local communities, we prepare against unforeseen contingencies such as accidents and disasters, to minimize their impact.

## Environmental Compliance

The Group has declared that “We work actively to protect the global environment and strive to realize the Company’s harmonious co-existence with society” as a compliance action policy to be implemented by each employee. Specifically, in every aspect of our business activities, we will strive to reduce greenhouse gas emissions, promote energy conservation, resource conservation and resource recycling, reduce waste, and participate in and cooperate with local communities in environmental conservation activities. We will work to achieve a sustainable society by transitioning to a carbon-neutral society and a circular economy as well as protecting the global environment. We will continue to reduce our environmental impact by creating a companywide environment and occupational safety management system, establishing, and sharing goals and targets for environment and safety management, and formulating, implementing, evaluating, and reviewing plans at all offices. We will thoroughly manage environmental and safety risks and take prompt and appropriate actions to deal with any problems that may arise.

## Environmental Management Promotion System

We are moving forward with a system of environmental management with the Representative Director in charge. Headed by the Representative Director, the Environment & Safety Committee convenes regularly to discuss and make decisions on important environmental and safety issues, medium-to-long-term as well as annual policies, and activity goals.

In addition, the Environment & Safety Liaison Council, which consists of heads of each division and presidents of domestic and overseas Group affiliated companies, and is overseen by the Environment & Safety Management Department manager, meets regularly. The Council thoroughly discusses and reviews activities related to the environment and safety as well as execution plans and submits important matters and issues related to policy decisions to the Environment & Safety Committee.

Furthermore, we established the Environment & Safety Management Department in the corporate organization as a department that oversees environment and safety matters for the Group as a whole. Through close ties with management and frontline workers, the office supports stronger frontline capabilities and the development of a culture of safety. In this way, the office works to prevent the occurrence or recurrence of accidents related to the environment and safety.

The policies, targets, and plans of the Group with regard to the environment are formulated in conjunction with the MCG Group. We engage in regular exchanges of information within the MCG Group as we undertake environmental activities.

## ISO 14001 Certifications

Of the Group's production bases in Japan and overseas, five bases have obtained ISO 14001 certification. At production and research bases that have not obtained ISO 14001, we are building our own environment management systems in accordance with ISO 14001 and are managing these appropriately.

Bases with ISO 14001 certification

| Company name                       | Name of base      | Year certification first obtained |
|------------------------------------|-------------------|-----------------------------------|
| Mitsubishi Tanabe Pharma Factory   | Onoda Plant       | 1998                              |
|                                    | Yoshitomi Plant   | 2001                              |
| Mitsubishi Tanabe Pharma Indonesia | Bandung Plant     | 2004                              |
| Tianjin Tanabe Seiyaku             | Head Office Plant | 2010                              |
| Mitsubishi Tanabe Pharma Korea     | Hyangnam Plant    | 2014                              |

## Environmental Audits

The environment management department periodically (Domestically: Annual, Overseas: Biennially) conducts environmental audits at production and research bases in Japan and overseas to confirm matters such as the status of environmental management and compliance, and that its environmental conservation activities are conducted legally and appropriately.

In these audits, we use check sheets of company regulations to check the status of compliance with internal rules, and the management status of environment-related facilities (waste storage facilities, wastewater treatment facilities, exhaust gas generation facilities, etc.). We ask that they submit an improvement plan and report to address the matters identified in the audit and confirm their response at the next audit. We ensure the effectiveness of environmental audits at our overseas bases by periodically conducting EHS compliance audits by external specialists who are familiar with the laws and regulations of the countries and regions in which they are located.

In fiscal 2022, environmental audits were conducted at five domestic bases (Yokohama Office, Shonan Office, Onoda Office, Onoda Plant, and Yoshitomi Plant). Overseas, audits were conducted at three bases (Tianjin Tanabe Seiyaku, Mitsubishi Tanabe Pharma Korea, and Taiwan Tanabe Seiyaku).

Although remote audits have been conducted online since the spread of COVID-19, in recognition of the infection situation, audits were performed face-to-face onsite for the first time in three years, at which activities and issues unique to each business location were shared and environmental activities confirmed to be in good condition.

### Priority items checked in audits

- Managerial and operational status of environment-related facilities, etc.
- Status of compliance with environmental laws and regulations and internal rules
- Initiatives under the Law Concerning the Promotion of Resource Recycling of Plastics

## Environmental Education

Aiming for rigorous environmental compliance, the Group plans and implements environmental education and training in accordance with the level of connection to the environment.

Employees in charge of environmental management, work to maintain and improve specialized skills and knowledge about environmental management by proactively obtaining qualifications and taking outside training courses.

In response to the strengthening of environmental laws and regulations in recent years, in fiscal 2022, we held environmental training sessions on subjects such as the latest trends in environmental laws and regulations, and examples of trends and risks in waste management measures.

Major training conducted in fiscal 2022

|  |   |
|--|---|
| <b>Training for new employees</b>                  | <ul style="list-style-type: none"> <li>• <b>Participants</b><br/>New employees of the domestic Group</li> <li>• <b>Date of implementation</b><br/>April 2022</li> <li>• <b>Description</b><br/>Mitsubishi Tanabe Pharma Group environmental targets for environmental problems</li> </ul>   |
| <b>Environmental training for MR</b>               | <ul style="list-style-type: none"> <li>• <b>Participants</b><br/>Domestic MR employees</li> <li>• <b>Date of implementation</b><br/>August 2022</li> <li>• <b>Description</b><br/>Mitsubishi Tanabe Pharma Group initiatives toward climate change and resource recycling</li> </ul>  |
| <b>Environmental laws and regulations training</b> | <ul style="list-style-type: none"> <li>• <b>Participants</b><br/>People responsible for environmental management of domestic Group bases, and those wishing to do so</li> <li>• <b>Date of implementation</b><br/>November 2022</li> <li>• <b>Description</b><br/>Latest trends in laws and regulations regarding the environment<br/>Trends in waste management measures and examples of its risks</li> <li>• <b>Participants</b><br/>Domestic Supply Chain</li> <li>• <b>Date of implementation</b><br/>March 2023</li> <li>• <b>Description</b><br/>Training regarding waste processing</li> </ul> |

## Status of Environmental Accidents/Violations of Environmental Laws and Regulations

For the sixth consecutive year, the Group had no environmental accidents and no major violations of environmental-related laws and regulations.



Environment

# Targets & Initiatives

## Achievement Status of Medium-Term Environmental Action Plan 21-25

The Group views environmental measures as an important management issue and has identified “environment-friendly business” as a materiality that contributes to the SDGs, and has formulated the Medium-Term Environmental Action Plan 21-25, which established six environmental themes, including monitoring indicators, as priority items.

We have formulated a long-term reduction target for greenhouse gas (GHG) emissions to reach zero by 2050.

- GHG emissions reduction targets (scope 1 + 2) (including all domestic and overseas Group companies)

- Target for fiscal 2030: 45% reduction (compared to fiscal 2019)
- Target for fiscal 2050: Zero emissions

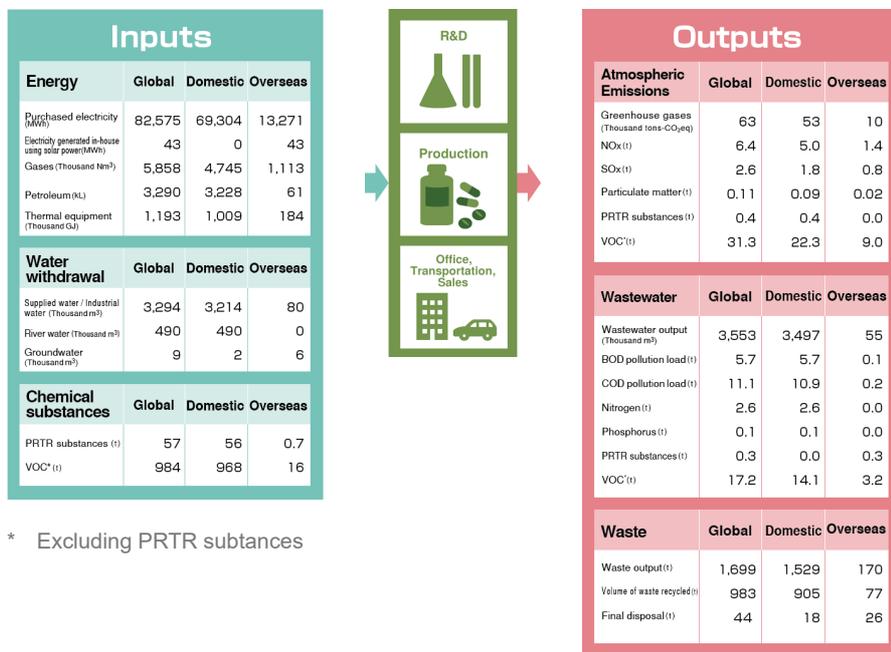
|   | Targets  | Principal Initiatives and Results in Fiscal 2022  | Environmental SDGs   |
|---|--|---|--|
| Energy conservation and global warming mitigation | <ul style="list-style-type: none"> <li>• Reduce GHG emissions by 25% by fiscal 2025 compared to fiscal 2019 (Global: Scope 1 + 2)</li> </ul> | <ul style="list-style-type: none"> <li>• 24% reduction compared to fiscal 2019</li> <li>• Installation of solar power generation facilities at overseas bases</li> </ul>  |  <b>Goal 7</b>  |
|   | <ul style="list-style-type: none"> <li>• Promote reduction of supply chain CO<sub>2</sub> emissions</li> </ul>                               | <ul style="list-style-type: none"> <li>• Scope 3 was tracked and disclosed in the Sustainability Report</li> </ul>  |  |
|   | <ul style="list-style-type: none"> <li>• Appropriately manage fluorocarbons</li> </ul>   | <p>[Management results]</p> <ul style="list-style-type: none"> <li>• Amount recovered and decomposed 165 kg</li> <li>• Amount leaked 179 kg (799 t-CO<sub>2</sub>eq)</li> </ul> <p>[Main Initiative]</p> <ul style="list-style-type: none"> <li>• Shift to low-GWP cooling</li> </ul> |  <b>Goal 13</b> |

|  | Targets   | Principal Initiatives and Results in Fiscal 2022  | Environmental SDGs  |
|--|---|---|---|
| Reduction of waste, recycling and reuse of resources | <ul style="list-style-type: none"> <li>Reduce amount of waste generated by 30% by 2025 compared to fiscal 2019 (domestic)</li> <li>Reduce amount of final waste disposed by 50% by 2025 compared to fiscal 2019 (domestic)</li> </ul> | <p>[Results]</p> <p>Compared to fiscal 2019</p> <ul style="list-style-type: none"> <li>35% reduction of waste generated in Japan</li> <li>52% reduction in final waste disposal</li> </ul> <p>[Main Initiatives]</p> <ul style="list-style-type: none"> <li>Promotion of waste 3R</li> </ul>  |  <p><b>Goal 12</b></p>   |
|  | <ul style="list-style-type: none"> <li>Promote reduction of plastic usage and recycling of waste</li> </ul>   | <p>[Results]</p> <ul style="list-style-type: none"> <li>Plastic waste emissions in Japan 179 tons (41% reduction year-on-year)<br/>*Emission volume is the total for the Group</li> <li>58% recycling rate</li> </ul> <p>[Main Initiatives]</p> <ul style="list-style-type: none"> <li>Promotion of waste 3R</li> </ul>                                   |   |
| Effective use of water resources                     | <ul style="list-style-type: none"> <li>Reduce water usage volume by 15% by 2025 compared to fiscal 2019 (Global)</li> </ul>   | <p>[Results]</p> <ul style="list-style-type: none"> <li>37% reduction compared to fiscal 2019</li> </ul> <p>[Main initiatives]</p> <ul style="list-style-type: none"> <li>Circulation of recycled water within plants</li> <li>Review of water volume withdrawn</li> </ul>  |  <p><b>Goal 6</b></p>  |
| Prevention of environmental pollution                | <ul style="list-style-type: none"> <li>Continue to maintain COD emissions at current levels compared to fiscal 2019 (Domestic)</li> </ul>   | <p>[Results]</p> <ul style="list-style-type: none"> <li>18% reduction compared to fiscal 2019</li> </ul>  |  <p><b>Goal 6</b></p>  |
|  | <ul style="list-style-type: none"> <li>Reduce PRTR emission substances (Domestic)</li> </ul>  | <p>[Results]</p> <ul style="list-style-type: none"> <li>73% reduction compared to fiscal 2019</li> </ul>  |  <p><b>Goal 12</b></p> |
| Preservation of biodiversity                         | <ul style="list-style-type: none"> <li>Promote understanding and reduce environmental impact on biodiversity</li> <li>Promote biodiversity preservation efforts</li> </ul>  | <ul style="list-style-type: none"> <li>Awareness of environmental impact through monitoring, etc., and measures to reduce impact</li> <li>Participation in activities to preserve the natural environment, such as tree-planting on Mt. Ikoma in Osaka Prefecture, and preservation of rural landscapes in the Hachioji-Takiyama area of Tokyo</li> </ul> |  <p><b>Goal 15</b></p> |

|   | Targets   | Principal Initiatives and Results in Fiscal 2022   | Environmental SDGs |
|---|---|--|--------------------|
| Enhancement of environmental management | <ul style="list-style-type: none"> <li>Strengthen environmental risk management, promote compliance, and prevent environmental accidents</li> </ul> | <ul style="list-style-type: none"> <li>Performance of environmental audits<br/>Subjects: 5 production and research bases in Japan, 3 overseas</li> <li>Performance of environmental education and training</li> <li>Appropriate response to environmental trouble and revisions to environmental laws and regulations</li> </ul> |                    |
|   | <ul style="list-style-type: none"> <li>Maintain zero environmental accidents and violations of laws and regulations</li> </ul>                      | [Results] <ul style="list-style-type: none"> <li>While maintaining zero environmental accidents and violations of laws and regulations for six years</li> </ul>  |                    |

## Material Balance

The figures below show the amount of resources (inputs) directly consumed and the environmental impact (outputs) discharged by our business activities in fiscal 2022.



Calculation Standards for Environmental Performance Indicators [PDF : 92.0KB]

# Participation in Initiatives and Industry Group Activities

The Group participates in the following initiatives and industry group activities to solve social issues related to the environment and continues to be a company that is trusted by society.

## Activities of Japan Climate Initiative (JCI)

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In an effort to achieve the decarbonized society required in the Paris Agreement, the Group has participated in the Japan Climate Initiative\* since 2021. Additionally, we have expressed our support for two previous messages from the JCI to the Japanese government, as well as the “Overcoming Two Crises with Renewable Energy and Carbon Pricing” message issued on April 12, 2023.

\* The Japan Climate Initiative (JCI) is a network comprised of various entities (non-government actors) besides the national government that includes companies, municipalities, and NGOs, aiming to achieve a carbon-free society. Companies that are actively working on climate change measures are joining in support of the JCI Declaration which states, “Joining the front line of global trend for decarbonization from Japan.”

## Activities of Pharmaceutical Industry Associations

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The Company participates as a member of the Environmental Committee of The Federation of Pharmaceutical Manufacturers' Associations of Japan and contributes to formulating guidelines and action plans for the industry. We also participate in the Carbon Neutral Working Group and are working to achieve the carbon dioxide emissions reduction target based on Japan Business Federation's (Keidanren's) requests. Furthermore, we are participating in an environmental issues study group established by the Japan Pharmaceutical Manufacturers Association (JPMA) in fiscal 2022, and are working to address environmental issues as a pharmaceutical industry.



Environment

# Climate Change Initiatives

Climate change is an environmental problem that has a significant effect on the continued existence of life, including human beings, and efforts to prevent it are now a major challenge for the global community. The Group has positioned climate change initiatives as an important management theme and is promoting the reduction of greenhouse gas emissions resulting from its business activities.

## Reduction of Greenhouse Gas (GHG) Emissions

To mitigate climate change, the Group is endeavoring to reduce its energy consumption and greenhouse gas emissions by preventing the leakage of fluorocarbons, and has set the following targets in the Medium-Term Environmental Action Plan 21-25.

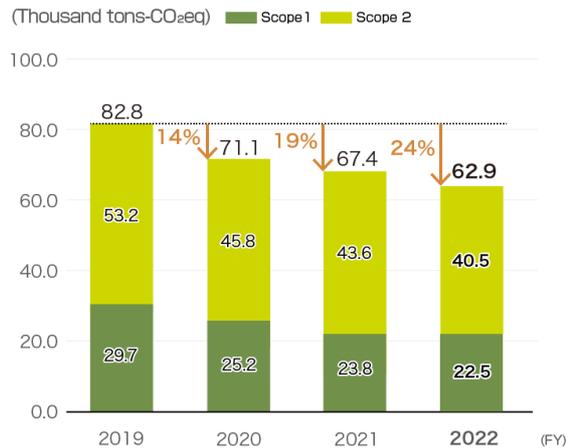
◇25% reduction in fiscal 2019 GHG emissions by fiscal 2025 (Global: Scope 1+ 2)

Greenhouse gas emissions for all global bases in fiscal 2022 were 62.9 thousand t-CO<sub>2</sub>eq, down 24% compared to fiscal 2019.

This breaks down as: Scope 1 emissions are 22.5 thousand t-CO<sub>2</sub>eq, a 25% reduction from fiscal 2019, with Scope 2 emissions of 40.5 thousand t-CO<sub>2</sub>eq, a 23% reduction on fiscal 2019.

This reduction can be attributed to the conclusion of consolidation of a series of bases (such as Toda and Kashima) in Japan, and the ongoing daily promotion of energy conservation efforts at each base in order to achieve our goal of a 25% reduction.

GHG emissions (scope 1 + 2)



## Supply Chain Greenhouse Gas Emissions Reduction Overview

Scope 3 emissions are largest in category 1, accounting for 94.9% of all supply chain greenhouse gas emissions (scope 3).

Scope 3 greenhouse gas emissions

| Category     |   | GHG emissions<br>(Thousand t-CO <sub>2</sub> eq) | Calculation method   |
|--------------|---|--|--|
| 1            | <b>Purchased goods and services</b>                                     | 665.0  | Calculated from the purchase prices of raw materials and products in Japan, which are multiplied by the emissions unit values* from the Ministry of the Environment database   |
| 2            | <b>Capital goods</b>  | 20.2   | Calculated from acquisition amounts of property, plant and equipment, not only for domestic companies but also for overseas companies in the scope of consolidation, which are multiplied by the emissions unit values* from Ministry of the Environment database  |
| 3            | <b>Fuel- and energy-related activities not included in Scope 1 or 2</b> | 10.3   | Calculated from amount of energy used at domestic and overseas Group offices, which is multiplied by emissions unit values* from Ministry of the Environment database or the emissions unit values from the LCI database (IDEAv2.3)  |
| 4            | <b>Transport and delivery (upstream)</b>                                | 1.9  | Calculated from domestic transportation ton-kilometers for shipments from plants to distribution centers, shipments from distribution centers to wholesalers, and shipments from sales-promotion item warehouses to branches, sales offices, etc., using the ton-kilometer method in the greenhouse gas emission calculation and reporting manual from Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry<br>Calculated from electricity used for storage management at outsourced distribution centers and sales-promotion item warehouses, multiplied by the actual emissions factor indicated in the emissions factors for electric power enterprises announced by the Ministry of the Environment and the Ministry of Economy, Trade and Industry on January 24, 2022 |
| 5            | <b>Waste generated in operations</b>                                    | 1.2  | Calculated from the amounts of waste, by type, from domestic Group offices (production and research bases, headquarters/Tokyo Head Office, distribution centers), which are multiplied by emissions unit value* from Ministry of the Environment database  |
| 6            | <b>Business travel</b>  | 0.8  | Calculated from number of domestic and overseas employees, which is multiplied by the emissions unit value* from Ministry of the Environment database  |
| 7            | <b>Employee commuting</b>   | 1.1  | Calculated by multiplying the amount of transportation costs paid by domestic and overseas transportation districts by multiplying the emissions unit values* from Ministry of the Environment database  |
| 12           | <b>End-of-life treatment of sold products</b>                           | 0.3  | Calculated from amount of recycling obligation based on the Containers and Packaging Recycling Law in Japan, which is multiplied by the emissions unit value* from Ministry of the Environment database  |
| <b>Total</b> |   | 700.9  |  |

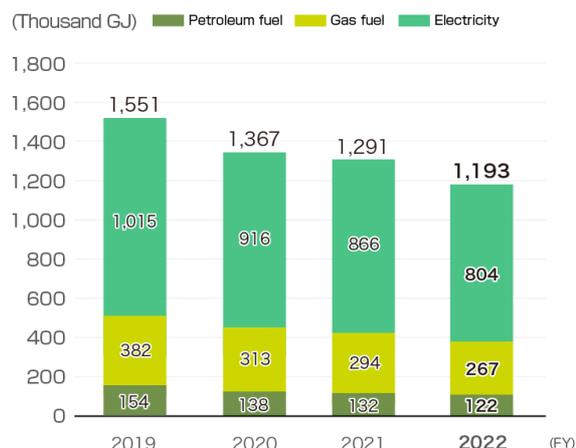
\* Ministry of the Environment database: database on emissions unit values for calculating greenhouse gas emissions, etc., by organizations throughout the supply chain (Ver.3.3)

## Reduction of Energy Used

The domestic Group holds regular energy liaison committee meetings for energy conservation to review changes in energy consumption and energy conservation measures as needed. We are also promoting energy conservation throughout the Group by creating an energy management system for the entire group.

Energy use (thermal equivalent) has reduced for the fourth consecutive year though a variety of energy-saving activities undertaken at each base.

Energy use (global)



## Initiatives to Reduce Greenhouse Gas Emissions

### Energy-Saving Initiatives at Bases

The Group is actively promoting energy conservation activities.

At our domestic and overseas bases, we are continuously replacing lights with LED lighting, controlling the blinking of lights with sensors, as well as promoting the shutdown of operations in manufacturing areas during long vacation periods. In fiscal 2022, we implemented a range of initiatives aimed at energy saving related to air conditioners at each base and workplace, such as changing air conditioner temperature settings in manufacturing areas and reviewing operation of low-temperature rooms at research sites. We also conduct daily energy-conserving activities such as energy-saving campaigns at all bases to educate employees and recommend turning off lights and equipment power when not in use.

Additionally, in collaboration with other industries, we are participating in NEDO's "Strategic Innovation Program for Energy Conservation Technologies," and have begun actual operation of a pharmaceutical production facility using a continuous batch production system. Based on the verification we have carried out to date, we anticipate that the production system we are currently developing will allow us to reduce energy consumption by 80 percent in comparison to conventional methods.

Click here for details.

<https://www.mt-pharma.co.jp/news/2021/MTPC210617.html> (Japanese language only)

Beginning in fiscal 2022, the Group has been working with Ono Pharmaceutical Co., Ltd., and Shionogi & Co., Ltd., in joint transport of pharmaceuticals and medical products in Japan, promoting a reduction in CO<sub>2</sub> emissions by reducing the number of vehicles used in transport. Click here for details.

<https://www.mt-pharma.co.jp/news/2023/MTPC230116.html>

(Japanese language only)

## Introduction of Hybrid Vehicles

The Group is shifting steadily from gasoline-powered vehicles to hybrid vehicles and promoting eco-driving to reduce greenhouse gas emissions from company-owned vehicles.

|   |   | FY2019                  | FY2020                  | FY2021                  | FY2022                  |
|---|---|-------------------------|-------------------------|-------------------------|-------------------------|
| <b>Ratio of company-owned vehicles that are hybrid vehicles</b>             |   | 67%                     | 64%                     | 64%                     | 67%                     |
| <b>CO<sub>2</sub> emissions from company-owned vehicle fuels (domestic)</b> | <b>CO<sub>2</sub> emissions</b>   | 4,165 t-CO <sub>2</sub> | 3,131 t-CO <sub>2</sub> | 3,576 t-CO <sub>2</sub> | 3,520 t-CO <sub>2</sub> |
|   | <b>Ratio of reduction in CO<sub>2</sub> emissions (compared to fiscal 2019)</b> | —                       | 25%                     | 14%                     | 15%                     |

## Renewable Energy Use

Use of renewable energy that does not emit greenhouse gases is an effective measure to contribute to climate change mitigation.

The Group has installed new solar power generating equipment at Mitsubishi Tanabe Pharma Korea (Hyangnam Plant), and carbon-free power has been installed at the Shonan Office and at some Group offices in Europe. Going forward, we will consider switching to electricity from renewable sources for procurement of power at other major Group bases.

### Towards carbon neutrality

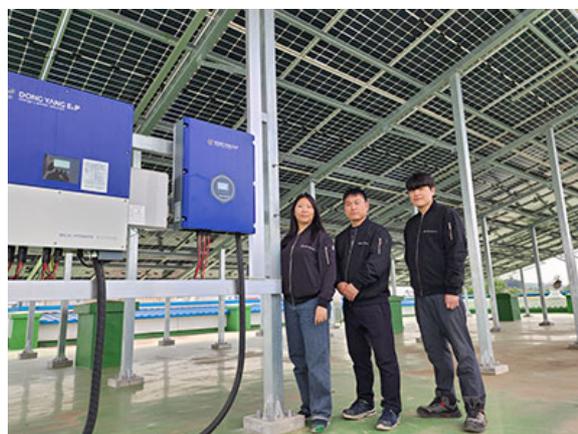
We annually update certifications such as ISO14001 and ISO45001 at the Mitsubishi Tanabe Pharma Korea (Hyangnam Plant) in proactive KAITEKI initiatives aimed at safety, health, and the environment.

In particular, in order to respond to climate change and enhance our corporate competitiveness, we participate in the Korean RE100 (K-RE100) and in September 2022 installed solar power generation equipment to expand our use of renewable energy.

As of May 2023, this equipment had generated 61,695 kWh of electricity since starting operation, contributing to carbon neutral activities with a reduction in CO<sub>2</sub> emissions of 28,997 kg-CO<sub>2</sub>. Sustainable use maximizes energy efficiency and reduces carbon emissions, and we even anticipate significant economic benefits.

Beginning with this installation of solar power generating equipment, we move towards utilizing renewable energy, planning and moving ahead with our efforts steadily, and thus leading society as a global business.

Looking to the future, at the Hyangnam Plant we will continue with KAITEKI initiatives to maintain our position as a plant with future value, and improve our corporate competitiveness.



Hyangnam Plant employees

## Controlling Fluorocarbons Emissions

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The Group is working to prevent leaks of fluorocarbons, which add to the effects of ozone layer depletion and greenhouse gases. Equipment containing fluorocarbons installed in domestic bases is properly managed with a ledger in accordance with the Law Concerning the Discharge and Control of Fluorocarbons revised in 2020. In addition, we comply with installation standards and conduct regular equipment inspections and when disposing of the equipment, we recover and destroy the fluorocarbons and maintain a record of this for three years.

Furthermore, when installing equipment containing fluorocarbons, we select a model that takes into account global warming potential and energy-saving performance.

In fiscal 2022, at the Group's domestic production and research bases, the volume of fluorocarbons recovered and destroyed was 165 kg, and the leakage volume was 179 kg (799 tons-CO<sub>2</sub>eq). The CO<sub>2</sub>-equivalent leakage volumes for domestic Group companies were below the threshold for reporting to the national government for all years since 2015 when the leakage reporting system was established.



Environment

# Water Resource Initiatives

Water shortages and increased flood risks due to climate change are becoming a social issue, and for the Group, securing good quality water is extremely important for pharmaceutical research and manufacturing. The Group manages the amount of water withdrawal and wastewater in its business activities, saves water to reduce its water withdrawal, and makes effective use of its limited water resources.

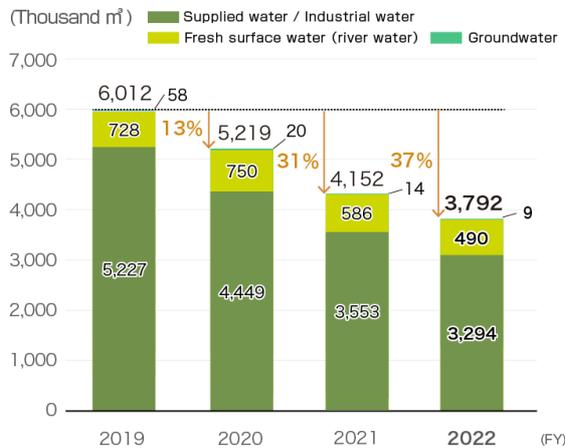
The Group's Medium-Term Environmental Action Plan 21-25 targets a 15% reduction in water usage volume by 2025 compared to fiscal 2019 (Global).

The water withdrawal of all bases globally in fiscal 2022 was 3,792 thousand m<sup>3</sup>, down 37% from actual withdrawals in fiscal 2019, significantly exceeding targets.

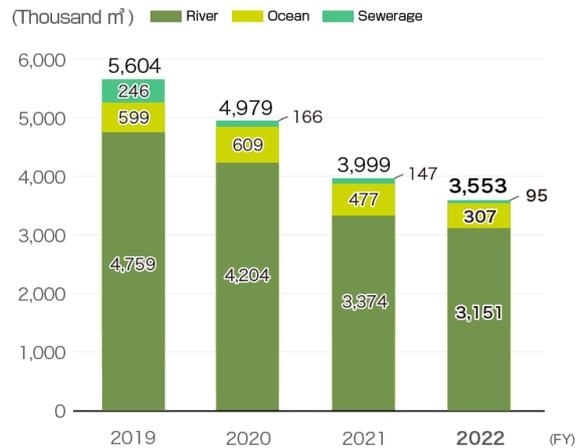
In addition to our normal water-saving activities, the use of recycled water at our plants and a review of water intake contributed to the reduction of water withdraw

The total volume of wastewater discharged at all bases globally in fiscal 2022 was 3,553 thousand m<sup>3</sup>, with the largest volume discharged to rivers, and other discharges made in sea areas and sewage systems.

Water withdrawal (global)



Wastewater discharged (global)





Environment

# Initiatives to Reduce Waste and Reuse Resources

Pollution of the natural environment by waste and the resulting impact on ecosystems have become problematic, and efforts to recycle resources will help curb environmental destruction and reduce waste, making a major contribution to the protection of the global environment.

Under the Medium-Term Environmental Action Plan 21-25, the Group has set the goal of reducing the volume of waste generated and the amount of final waste disposed, to this end, we are advancing the “3Rs (Reduce, Reuse, Recycle) + Renewable” from the standpoint of correct handling and effective resource use with the aim of realizing a circular economy.

## Waste reduction targets (Domestic)

- 30% reduction in waste generated by fiscal 2025 compared to fiscal 2019
- 50% reduction in final waste disposal by fiscal 2025 compared to fiscal 2019

## Proper Management of Waste

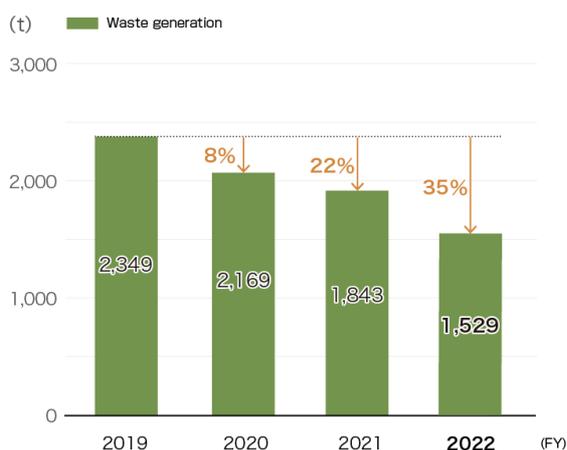
As a waste-discharging enterprise, the Group properly implements and manages the conclusion of agreements with contractors for waste collection, conveyance and processing, the management of electronic manifests, and on-site confirmation of disposal contractors.

We choose waste disposal contractors who proactively recycle resources, conduct on-site confirmation before concluding these contracts, and evaluate whether disposal consignment is possible.

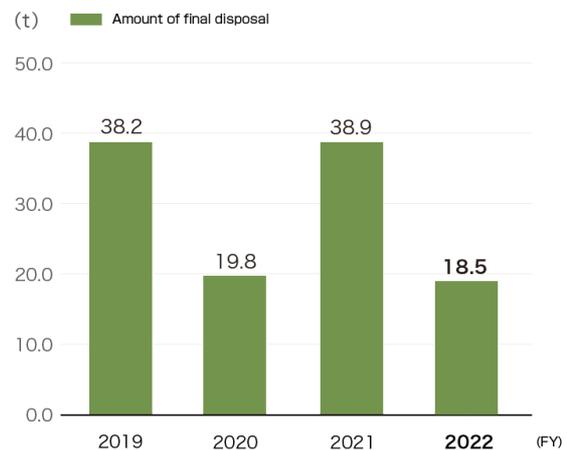
In fiscal 2022, waste generated by the domestic Group was 35% less than in fiscal 2019 and final disposal was 52% less than in fiscal 2019. The recycling rate was 59%. Going forward, we will evaluate measures to further promote recycling, including revision of processing methods and vendor selection.

Furthermore, we will continue to implement initiatives to minimize waste, such as switching from disposing of recovered solvents that have exceeded their recovery period, to sale of these substances.

Amount of waste generated (domestic)



Amount of final waste disposed (domestic)



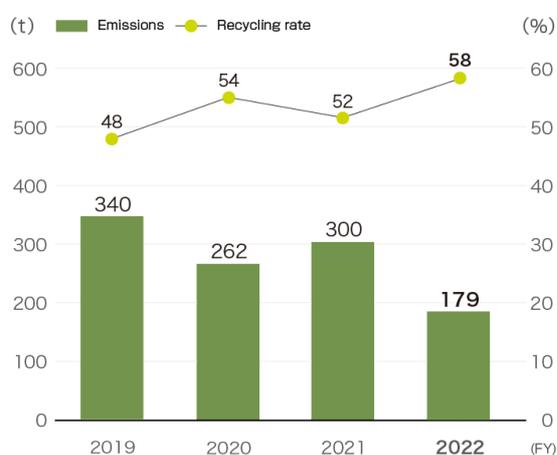
# Reduction of Plastic Consumption and Promotion of Recycling

In recent years, environmental pollution caused by the discharge and long-term accumulation of plastic waste in the ocean has become a major global problem. Additionally, disposal of fossil-based plastics has been demonstrated to increase greenhouse gas emissions. In the Group, we are considering improving the plastic materials used for packaging pharmaceuticals, with a view to improving our measures towards environmental problems associated with these plastics.

58% of the plastic waste generated by the domestic Group in fiscal 2022 was recycled (fiscal 2019: 48%). Looking to the future, we will continue to evaluate methods of further increasing the recycling rate.

The Group has proper management in place, in accordance with the Law Concerning the Promotion of Resource Circulation for Plastics, enacted on April 1, 2022. Emissions from the Company and the Group in fiscal 2022 were as shown in the following diagram. (Mitsubishi Tanabe Pharma Corporation: 44 tons, Mitsubishi Tanabe Pharma Factory Ltd.: 135 tons)

Waste plastic emissions and recycling rate (domestic)





Environment

# Initiatives to Prevent Pollution

The Group works to prevent air, water, soil, noise, vibration, and odor pollution and each base sets stricter voluntary standards than the legal emissions standards for pollutants and applies them daily. Additionally, we have put goals in place for the prevention of environmental pollution for the Medium-Term Environmental Action Plan 21-25, and we are working to achieve them.

We also work to prevent the external leakage of PRTR substances, VOCs, PCBs, and other substances, which are regulated by laws, and reduce the amount we handle.

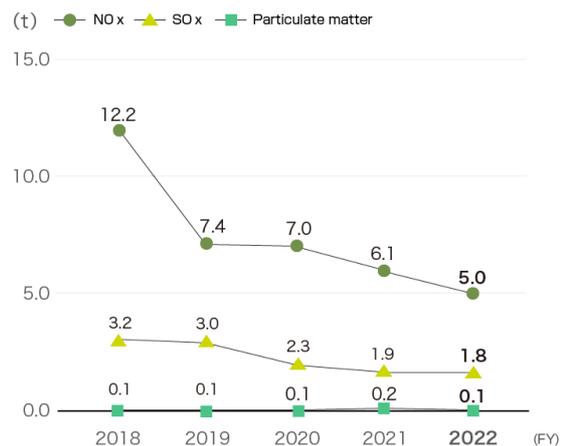
## Prevention of Air Pollution

The Group controls the generation of soot and smoke by reducing the operating time of fuel-driven boilers, water heaters and coolers, and power generators.

At domestic bases, we reduce the concentration of air pollutants in soot and smoke by mainly converting the fuel for these soot and smoke generating devices from oil to gas.

We have also enhanced measures to prevent environmental pollution in soot and smoke generating devices at our overseas bases by addressing the increasingly strict regulations of each country and improving and updating the devices as needed.

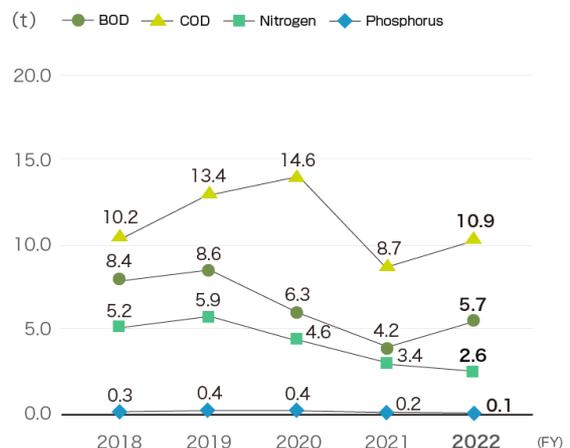
Emissions of air pollutants by domestic bases



## Prevention of Water Pollution

Harmful substances discharged from the Group's production and research bases are treated as waste as much as possible to prevent contamination with wastewater. Also, we adjust the pH of wastewater and purify it before discharge to comply with emission standards. Especially at Mitsubishi Tanabe Pharma Factory (the Onoda and Yoshitomi plants) and Mitsubishi Tanabe Pharma Indonesia (Bandung plant), where wastewater is discharged into public water bodies, wastewater undergoes activated sludge treatment, and we comply with emission standards for public water bodies that are stricter than that for sewage discharge. At two domestic plants, we constantly measure the pH, COD, nitrogen, and phosphorus of the wastewater, and when we detect an abnormality, we immediately stop its discharge and store it in a reserve tank.

Environmental impact on public water bodies (domestic)



## Prevention of Soil and Groundwater Pollution

The Group conducts land use history surveys of domestic bases where it owns land to identify soil contamination risk. If the survey finds that the soil or groundwater is contaminated, we notify the authorities and take appropriate action.

Response to the soil and groundwater pollution implemented in fiscal 2022

| Base   | Activity  | Implemented content   |
|--|---|---|
| Mitsubishi Tanabe Pharma Factory Yoshitomi Plant | Groundwater purification                          | The plant has continued to purify and monitor groundwater contamination found in fiscal 2013 by pumping up the groundwater, with purification completed in March 2023 |
| Taiwan Tanabe Seiyaku Hsinchu Plant              | Groundwater purification                          | The plant continues to purify and monitor groundwater pollution found in 2019 based on the plan (chemical oxidation) accepted by authorities                          |
| Mitsubishi Tanabe Pharma Factory Yoshitomi Plant | Soil contamination survey (Geo-historical survey) | Updated geo-historical surveys for the entire site (updated the survey conducted in 2012)   |

## Prevention of Noise, Vibration, and Odor

At our domestic bases, we monitor noise, vibration, and odor in accordance with related laws and regulations and confirm that they are within the established standards.

## PRTR Substances and VOCs

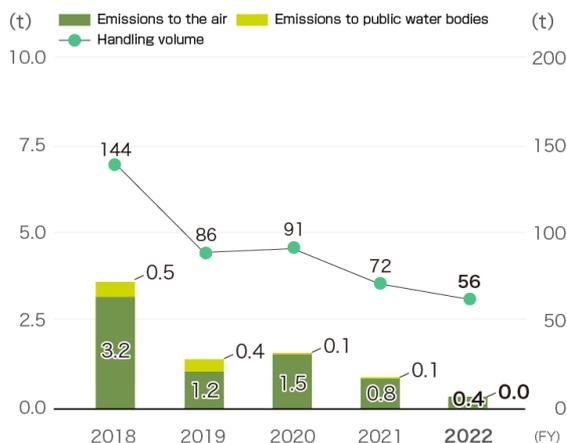
Based on the Law concerning Pollutant Release and Transfer Register/PRTR Law, the Group manages the amount of PRTR substances handled at our facilities and the emissions to the environment, and properly notifies the prefectures where we are located.

All organic waste solvents containing PRTR substances discharged from the research centers are treated as industrial waste to minimize the discharge to public water areas.

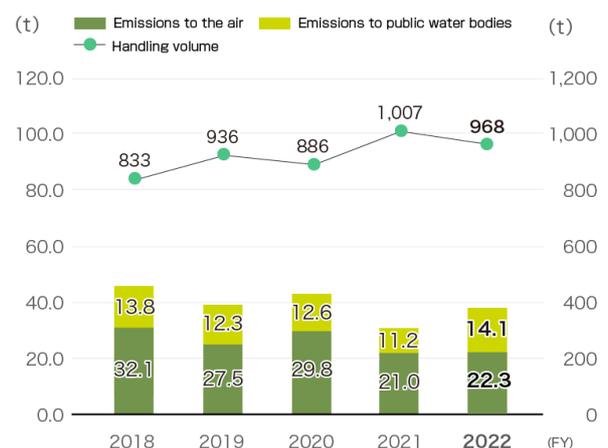
We are also studying the manufacturing processes and reducing the amount of target organic solvents used.

We are reducing VOC emissions by managing emissions and the amount handled, setting up collection facilities, and reducing emissions into the natural environment.

Emission of PRTR substances (domestic)



Emission of VOC (excluding PRTR substances) (domestic)



## PCB Disposal

We completed disposal of high-concentration PCB (polychlorinated biphenyl) devices at the Group's domestic bases by the disposal deadline.

Furthermore, we are conducting a confirmation survey of items with a low concentration of PCBs, including notification from the Ministry of Economy, Trade and Industry (March 31, 2022), and plan to move ahead steadily to complete disposal by March 31, 2027, the disposal deadline.

## Asbestos

Surveys for sprayed asbestos have been conducted at domestic Group bases in the past under the Ordinance on Prevention of Asbestos Hazards, and we are taking relevant measures to prevent asbestos scattering. Additionally, when removing facilities, we check for the presence of asbestos in the sprayed materials, insulation, and building materials to be moved, and report the results of these checks to the government.

## Genetically Modified Organisms, Pathogens, etc.

The Group is engaged in drug discovery research aimed at various modalities, and opportunities to handle various research materials and samples are increasing. In the use of genetically modified organisms, we have established in-house regulations based on relevant government and ministerial ordinances, such as the "Law Concerning the Conservation and Sustainable Use of Biological Diversity through Regulations on the Use of Living Modified Organisms (Cartagena Act)," which we comply with. Moreover, the in-house Ethics Review Committee prevents the spread of living modified organisms by receiving preliminary reviews of measures to prevent the spread of these organisms into the environment.

In addition, regarding the use of pathogens and research materials and samples that may contain them, we have established internal regulations based on laws and regulations including the "Act on the Prevention of Infectious Diseases and Medical Care for Patients with Infectious Diseases (the Infectious Diseases Control Law)" and prevent the leakage of pathogens.



Environment

# Biodiversity Initiatives

The Mitsubishi Tanabe Pharma Group recognizes that the sound maintenance and preservation of biodiversity is essential to the pursuit of sustainable business, and the Mitsubishi Chemical Group (the MCG Group) is engaged in the maintenance and preservation of biodiversity through a wide range of activities such as reducing its environmental impact, promoting appropriate usage of inherited resources, fostering harmonious coexistence with nature and society, and raising awareness within the Group. Furthermore, we have set targets for biodiversity preservation in the Medium-Term Environmental Action 21-25, and are working to achieve them.

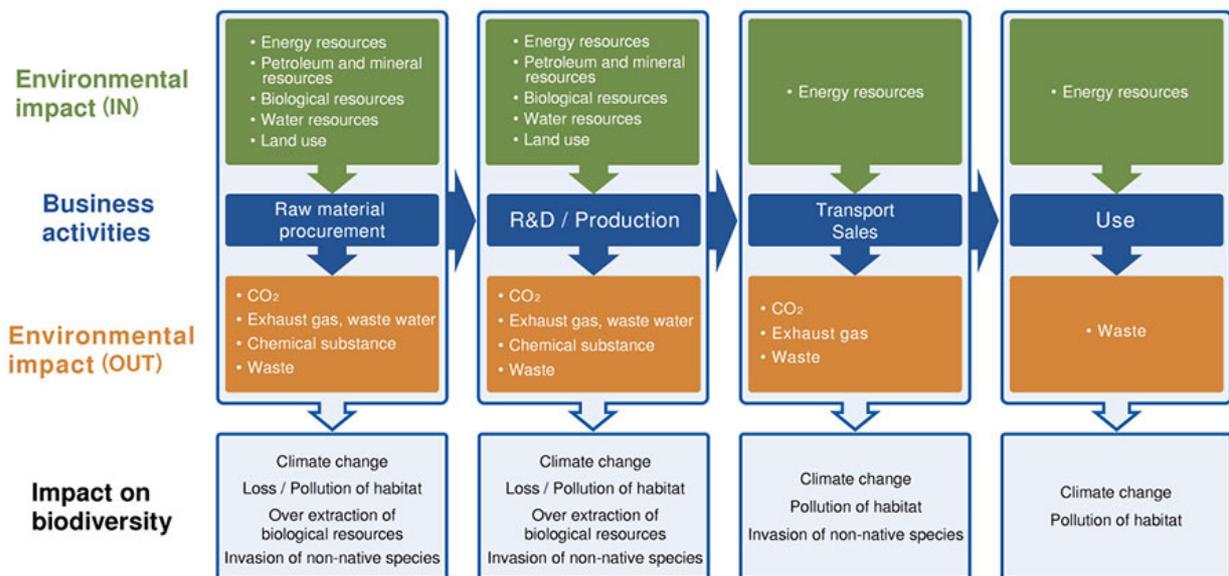
## Relationship between Business Activities and Biodiversity

It is important to understand the relationship between business activities and biodiversity and work to preserve it. To that end, the Group strives to understand its environmental impact in the value chain in terms of both its use of resources (IN) and its discharge of waste and by-products (OUT). We are deepening our understanding of our impact and dependence on the biodiversity of business. In addition, we monitor waste and by-product emissions, evaluating these in conjunction with the MOS index\*.

\* An index that identifies important issues for the MCG Group to address, sets goals for the issues identified, and measures associated progress

<https://www.mcgc.com/english/sustainability/kpi.html>

Map of relationship between our business and biodiversity



\* Created by referencing the Business & Biodiversity Interrelationship Map of the Japan Business Initiative for Biodiversity (JBIB)

# Activities to Preserve Biodiversity and the Natural Environment

To understand the importance of biodiversity and the natural environment and preserve them, the Group has participated in Tokyo Greenship Action\*<sup>1</sup> and the Ikoma Mountain Range “Folding Screen of Flowers” Project\*<sup>2</sup> and has continued its involvement in these activities.

Although the spread of COVID-19 prompted us to suspend its participation in these activities, it resumed participating again after a three-year hiatus as the MCG Group. In Tokyo Greenship Action, participants maintained bamboo groves and trimmed trees, While the Folder Screen of Flowers project saw participants involved in cleanup activities and tree planting.



Tokyo Greenship Action



Gathering firewood



“Folding Screen of Flowers” activity in the Ikoma Mountain Range



Tree planting

\*1 Activities to conserve the natural environment conducted by the Tokyo Metropolitan Government in collaboration with companies and the NPO Shizen Kankyo Academy in a woodland conservation area. We have been participating in these activities since 2006.

\*2 Environmental event held by Osaka Prefecture that we have been participating in since 2009.

Additionally, as part of activities to conserve tropical rainforests in Indonesia, Mitsubishi Tanabe Pharma Indonesia participated in the “Arkhim Reforestation 2023” project to plant trees and reforest a forest reserve in West Java Province. In addition to donating 500 Sumatran pine and other saplings, 10 employees engaged in tree planting and reforestation areas in the protected area.

\* Although Indonesia is home to vast areas of forest, they are in ongoing decline. As trees are cut down there is less forest available to absorb large amounts of carbon dioxide, resulting in climate change.



Conservation of tropical rainforest (Indonesia)

## Campaign to Promote Environmental Conservation Activities

To further promote biodiversity conservation activities, we have conducted a campaign to promote environmental conservation activities since fiscal 2017. In this campaign, we distributed the Company's original towel scarf on which "For the Environment" was printed to participants and all employees who worked together to promote environmental conservation activities. Through clean-up activities, we are working to beautify the town and prevent environmental pollution by removing plastics and other waste that had been swept out to the ocean.

- **43rd clean operation (Yoshitomi Plant)**

As part of its contribution to the local community, the Yoshitomi Plant continues to conduct "clean operation" every year. In fiscal 2022, 113 people cleaned up the area around the office, collecting combustibles including plastic bottles, other bottles, and glass.



Yoshitomi Clean Operation



Cleanup activities

> [Click here to view other activities.](#)



Environment

# Environmental Accounting

The Group promotes effective and efficient environmental management by monitoring and analyzing the costs and effects of environmental conservation activities (reduction of impact and economic effect).

## Environmental conservation costs

| Item                               | Invested<br>(millions of yen) | Expended<br>(millions of yen) |
|------------------------------------|-------------------------------|-------------------------------|
| Pollution prevention               | 68                            | 278                           |
| Global environmental protection    | 101                           | 16                            |
| Recycling and reuse of resources   | 3                             | 98                            |
| Upstream and downstream activities | —                             | 1                             |
| Administrative activities          | —                             | 127                           |
| Research and development           | —                             | —                             |
| Community activities               | —                             | —                             |
| Environmental damage compensation  | —                             | 1                             |
| <b>Total</b>                       | <b>172</b>                    | <b>521</b>                    |

## Environmental conservation effects

| Domestic environmental performance indicator<br>(Units)                    | Environmental load |        | Percentage change<br>from previous year |
|--|--------------------|--------|---|
|  | FY2021             | FY2022 |   |
| Energy used (thousand GJ)  | 1,080              | 1,009  | -6.6%                                   |
| Amount of water withdrawal (thousand m <sup>3</sup> )                      | 4,056              | 3,706  | -8.6%                                   |
| Scope 1 + 2 greenhouse gas emissions<br>(thousand tons-CO <sub>2</sub> eq) | 56                 | 53     | -5.4%                                   |
| SOx emissions (tons)   | 1.9                | 1.8    | -5.3%                                   |
| NOx emissions (tons)   | 6.1                | 5.0    | -18.0%                                  |
| Amount of waste generation (tons)  | 1,843              | 1,529  | -17.0%                                  |
| Amount of waste recycled (tons)  | 996                | 905    | -9.1%                                   |
| Amount of final waste disposed (tons)                                      | 39                 | 18     | -53.8%                                  |
| Amount of wastewater (thousand m <sup>3</sup> )                            | 3,937              | 3,497  | -11.2%                                  |
| Amount of PRTR substances handled (tons)                                   | 72                 | 56     | -22.2%                                  |
| BOD pollution load (tons)  | 4.2                | 5.7    | 35.7%                                   |
| COD pollution load (tons)  | 8.7                | 10.9   | 25.3%                                   |

Economic benefits related to environmental protection

| Content of environmental conservation initiatives                                     | Economic effect (thousands of yen) |
|---|------------------------------------|
| Cost reductions through energy conservation and updating to high-efficiency equipment | 6,829                              |
| Income from recycling   | 18,351                             |
| Cost reductions through recycling and conservation of resources                       | 547                                |
| <b>Total</b>  | <b>25,727</b>                      |



## Research & Development

### Basic Approach to Discovery Research

As one of the world's oldest pharmaceutical companies, Mitsubishi Tanabe Pharma has delivered a multitude of unprecedented treatment options. Our history is one of not only eliminating incurability, but also offering treatment options. We will continually create new drugs for the world in response to our new MISSION of "Creating hope for all facing illness."

### Disease Areas

Our focus is on the two priority disease areas of the central nervous system and immuno-inflammation. At the same time, we are addressing new areas and new modalities\* for a better future and will identify areas and technologies that will become the pillars that support our future.

\* Modality refers to a treatment method, such as small molecule compounds, middle molecules, protein drugs including therapeutic antibodies, as well as nucleic acid drugs and gene therapy.

### Drug Discovery Activities

In order to increase opportunities for establishing drug discovery targets and acquiring new technologies, as part of our drug discovery activities, we are creating an environment that makes it easier to generate new synergies, such as Shonan Health Innovation Park (Shonan iPark), and aggressively promoting "Open Shared Business" in collaboration with industry, academia, and government, and we are also leveraging external drug discovery resources.

In addition, we will pursue synergies within the Mitsubishi Chemical Group (the MCG Group) to realize a sustainable society by quickly creating "precision medicines that provide appropriate medical care to appropriate patients at appropriate timing," which increases the treatment satisfaction of patients and contributes to social security.

### Intractable Disease Initiatives

We have created treatment options for intractable diseases such as inflammatory bowel disease and multiple sclerosis.

#### Development and provision of therapeutic drugs

Edaravone was developed as a treatment for amyotrophic lateral sclerosis (ALS), which causes progressive muscular atrophy and muscle weakness as its principal symptoms. Based on the results of clinical trials in Japan, we obtained approval in Japan, followed by South Korea, the United States, Canada, Switzerland, and Asian countries.

Additionally, edaravone oral suspension, which is intended to reduce patient burden, was approved in the U.S. in May 2022, and the product was launched in June of the same year. In Japan, it was approved for use in December 2022, and launched in April 2023. We are continuously working to expand the number of approved countries to provide our products to more patients and have received approval for use in Canada and Switzerland. Furthermore, we are working to develop around the pill solutions that help improve the quality of life of patients and their families.

## New initiatives

Dersimelagon is being developed as a new treatment option for erythropoietic protoporphyria and X-Linked protoporphyria, which cause painful skin symptoms when exposed to sunlight. In 2021, we began clinical trials of Dersimelagon as a treatment for systemic sclerosis, which is a rare disease and characterized by hardening of the skin and internal organs.

## Advancing Open Innovation

The environment for the discovery of new drugs is significantly changing, and the difficulty of discovery has increased year after year. In this environment, we are aggressively advancing open innovation to continuously create and provide new drugs that have value for patients and on the medical front lines.

### Initiatives of strategic R&D base Shonan iPark

We established a strategic R&D base in Shonan Health Innovation Park (Shonan iPark) in Kanagawa Prefecture in May 2019. We are expanding opportunities to collaborate by forming human networks with resident companies including pharmaceutical companies, drug discovery ventures, drug discovery support services, research equipment and medical equipment, as well as AI and IoT companies. Shonan iPark was established by Takeda Pharmaceutical Company Ltd. with the opening of its research institute, and in January 2021, we established a framework for sharing some of our internal assessment data with Takeda Pharmaceutical. We seek to improve the productivity and efficiency of drug discovery activities by sharing and using initial assessment data obtained in-house for known compounds.

As indicated in the Medium-Term Management Plan 21-25, Shonan iPark is engaged in drug discovery from disease genes identified for intractable neurological diseases and drug discovery from targeted phenotypic screening by analyzing clinical specimens and patient information on autoimmune diseases.

### U.S. satellite research base

In April 2021, the NeuroDiscovery Lab, a satellite research base, was opened in the Smart Lab, which hosts about 40 companies, mainly with pharmaceutical R&D focus, in the Boston area of the U.S., and we have started searching for new drug discovery targets for the central nervous system including ALS. We will aim to realize precision medicine in the central nervous system area through exploration of seeds for early drug discovery research in the Boston Ecosystem, and through acquisition of opportunities for collaboration.

We will continue to play a unique role in addressing global health issues and create synergies with the MCG Group companies. Utilizing MP Healthcare Venture Management, an investment subsidiary, and overseas research bases including Boston Lab, we will conduct a detailed analysis of diseases for which unmet medical needs remain, reform the drug discovery process, and increase open innovation to realize precision medicine so that we provide highly effective treatment to specific patient groups and increase patient satisfaction.

Main Alliance Partners

| Date announced | Alliance details  | Alliance partner  |
|----------------|---|---|
| December 2021  | <a href="#"><u>Establishment of technology for evaluating protein crystal structures using AI</u></a> (Japanese language only).   | Mitsui Information Systems, Inc.,<br>Yokohama City University,<br>RIKEN, Kyoto University |
| February 2022  | <a href="#"><u>Progress of joint research collaboration with HitGen to utilize drug discovery platform technology using next-generation compound library.</u></a>  | HitGen Inc.   |



# Stable Supply

## Stable Supply of Pharmaceuticals

The Mitsubishi Tanabe Pharma Group manufactures and supplies high-quality pharmaceuticals and strictly controls product quality from acceptance testing of raw materials procured in Japan and overseas to the manufacture of GMP-compliant active pharmaceutical ingredients and drug products as well as testing and inspection, thus supplying premium quality products which patients and healthcare professionals can use safely and with peace of mind. As a global research-driven pharmaceutical company, we manufacture pharmaceuticals based on a wide range of technologies and proprietary know-how developed over many years.

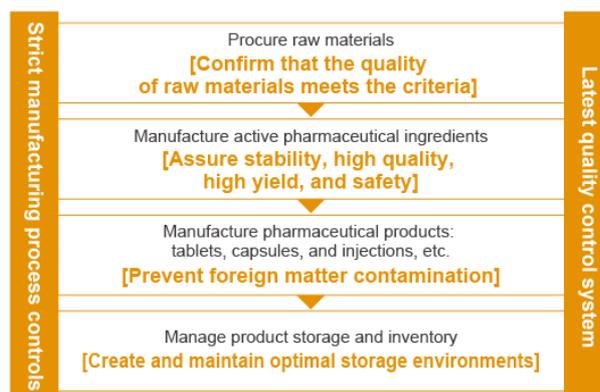
To further ensure quality, the Production Technology & Supply Chain Management Division and the Global Quality Assurance Department collaborate with the Group's manufacturing plants to develop production technologies to enhance quality, stabilize supply, and reduce costs from the early development stages of new pharmaceutical products. In addition, the Group's manufacturing plants (two in Japan and four overseas) together with manufacturing subcontractors are creating a global production system that delivers a stable supply of our products to many people around the world.

In June 2016, we built a new domestic manufacturing facility within the Yoshitomi Plant for solid dosage formulations. This highly productive facility can supply pharmaceuticals in accordance with global quality standards, while further contributing to both the improvement of manufacturing technologies and the reduction of manufacturing costs.

In addition, BIKEN Co., Ltd., a joint venture with the BIKEN Foundation's vaccine manufacturing business, began operation in September 2017. By integrating BIKEN Foundation's vaccine manufacturing technologies together with Mitsubishi Tanabe Pharma's pharmaceutical manufacturing systems and management methods, we can strengthen our platform in vaccine production, with the aim of contributing to an even more stable supply of vaccines.

We had already diversified and decentralized our procurement systems for drug substances and raw materials in response to the spread of COVID-19 beginning in December 2019, and the world-wide supply uncertainty that was deepened by the Russian Federation's invasion of Ukraine in February 2022. Moreover, we are building reliable partnerships with our suppliers and working to ensure a continuous stable supply.

### Pharmaceutical manufacturing process



## Manufacturing Systems in Asia Other than Japan

In Asia, we have manufacturing/sales bases in China, South Korea, Taiwan, and Indonesia, and we provide products that meet the quality standards and market needs in each country.

In Asian markets, especially the Chinese and ASEAN pharmaceutical markets, growth is expected, and to meet this growing demand, we increased production capacity at Tianjin Tanabe Seiyaku (produces oral agents for domestic use) and Mitsubishi Tanabe Pharma Indonesia (produces oral agents for domestic and ASEAN countries), and in 2015, built a new building to manufacture drug preparations with the aim of accommodating new versions of GMP (China) and PIC/S GMP (Indonesia).\*

Mitsubishi Tanabe Pharma Korea, a local subsidiary in South Korea, manufactures high quality injections and other pharmaceuticals as a PIC/S GMP level manufacturing facility, and supplies South Korea, as well as Europe, Japan, China, and parts of Mongolia. In addition, Taiwan Tanabe Seiyaku, a local subsidiary in Taiwan, has cleared PIC/S GMP certification and manufactures high-quality oral and external preparations. Among these, sugar-coated tablets are also exported to Japan.

In the future, we will continue to expand business in Asia, a growth market. By providing a stable supply of high-quality products, we will contribute to people around the world who want to live a healthy and prosperous life and fulfill our corporate social responsibility.

\* PIC/S: Abbreviation for Pharmaceutical Inspection Convention and Pharmaceutical Inspection Co-operation Scheme



Hyangnam Plant,  
Mitsubishi Tanabe Pharma Korea



Hsinchu Plant,  
Taiwan Tanabe Seiyaku



Pharmaceutical production  
building, Tianjin Tanabe Seiyaku



Exterior view of pharmaceutical  
production building, Mitsubishi  
Tanabe Pharma Indonesia

## Managing Distribution to Ensure Stable Supplies

As a pharmaceutical company, Mitsubishi Tanabe Pharma steadily and reliably provides high-quality pharmaceuticals, when they are needed and to the patients who need them. We have built a supply system that can provide a stable supply of drugs to patients, even in the event of a disaster or other unexpected situation.

### Initiatives at the Distribution Center

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#### Supply system

We ship drugs to customers through a dual-base supply system comprising the New East Japan Distribution Center (Kuki City, Saitama Prefecture) and the New West Japan Distribution Center (Kobe City, Hyogo Prefecture). To reduce a variety of risks that could adversely affect a stable supply, both centers have earthquake isolation systems, in-house power generators, and redundant installations of important equipment. In this way, they are designed to be able to maintain a supply of drugs, even during major disasters and pandemics. For example, even if one distribution center becomes inoperable at any time, the other distribution center will be able to provide a continued supply of pharmaceuticals to customers. Even if the system server is hit by a disaster, maintaining a stable supply is our top priority, so we have built a system that instantly shifts to an alternate server at another location.

### **Beginning joint transportation in domestic logistics**

From January 2023, the Company began joint transportation with two other companies in compliance with the GDP guidelines for the transport of medical pharmaceuticals in domestic logistics. We have jointly established standards for managing transport, and transport products efficiently by ensuring quality through temperature control along transportation routes from each company's logistics centers to pharmaceutical wholesalers. In transporting the products of three companies together, the Company has established collaborative systems for the resolution of issues such as reducing the number of vehicles and lowering transport costs and CO<sub>2</sub> emissions.

### **Incoming/Outgoing shipments and inventory control procedures**

The distribution centers employ an inventory control system that accurately and carefully monitors incoming and outgoing shipments and inventory control procedures in lot units. The introduction of the inventory control system enables the Company to appropriately store and control pharmaceuticals in a variety of categories, such as by pharmaceutical characteristics and storage temperatures. In addition, in response to data received from higher level systems, we can rapidly conduct operations without mistakes.

### **Training**

We periodically conduct training for the employees who use the distribution center facilities and systems. In this way, we seek to enhance the skills of each employee and to reduce human error. At the same time, by heightening awareness of pharmaceutical distribution extending all the way to the patient, we are working to build a system that can maintain a secure, safe, and stable supply of drugs.

## **Quality Control in the Distribution Process**

Mitsubishi Tanabe Pharma distribution centers take a rigorous approach to quality control in the distribution process. This attention to detail helps ensure that pharmaceuticals are as high in quality when they reach patients as they are when manufactured under the strict GMP of the Company's production plants.

### **Meeting GDP**

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The Company complies with the structural facility requirements under the Pharmaceuticals and Medical Devices Law (The Law on Securing Quality, Efficacy and Safety of Products including Pharmaceuticals and Medical Devices) of Japan and other relevant regulations as well as various operational requirements. In addition, it has started a system that meets the Japanese version of Good Distribution Practice (GDP) guidelines. In light of the characteristics of the pharmaceuticals that we handle, we have developed distribution policies, procedure manuals, and facilities for "quality assurance (especially temperature control)," "proper control of the distribution process," and "preventing contamination by counterfeit medicines and their distribution," which are shown in the guidelines. We strictly observe these policies and manuals in the conduct of our business in order to maintain distribution quality in terms of both the physical and operational aspects.

## **Handling of cold storage products**

In particular, for cold storage products, which require rigorous temperature control, in addition to periodic temperature validation and thermometer calibration in cold warehouses, the Company has emergency response measures in place, including a process that provides information when abnormal or emergency conditions are detected and in-house power generators that can be used when electricity is interrupted. In this way, the Company has designed a system that can maintain appropriate temperature management, 24 hours a day, seven days a week.

## **Creating a transportation system**

Mitsubishi Tanabe Pharma designed its entire transportation system with the focus on supplying high-quality pharmaceuticals. Pharmaceutical products are shipped from the distribution centers via contracted transport companies that comply with pre-determined qualifications. With an understanding of the characteristics and importance of the pharmaceuticals that they are carrying, these companies strictly supervise the transport of this cargo, utilizing facilities and vehicles specifically designed for loading and unloading pharmaceuticals. The Company works to maintain quality during the distribution process by carrying out regular inspections of its subcontracting transport companies, as well as using a comprehensive distribution method with precise temperature control monitoring and special insulated boxes for packing the products.

## **Preventing contamination by counterfeit medicines and their distribution**

Counterfeit medicines could cause damage to the health of many random patients, which is a major health and hygiene issue. To deliver quality medicines to patients, the distribution center has created a system to prevent contamination by counterfeit medicines and the distribution of medicines of questionable quality, including counterfeit medicines.

We regularly verify and record that all customers have received proper authorization to buy medicines (shipped to customers).

To strictly manage medicines, we restrict the people who can enter the storeroom of the distribution center and prescribe the method of entering. In addition, when storing pharmaceuticals, we confirm that the received medicines are correct and have no visible damage.

If counterfeit medicines or medicines of questionable quality are found, we have created a system to immediately suspend sales and transport, and to segregate, and report them to government agencies.



Society > Together with Patients and Healthcare Professionals

## Manufacturing Pharmaceuticals that are Secure, Safe, and Convenient to Use

The Company provides pharmaceuticals that can be used in a secure, safe, and convenient manner by patients, healthcare professionals, and others.

This section introduces certain initiatives implemented by the Company to improve drug printing and packaging as well as convenience of use and medication compliance. Moving forward, we will continue working to steadily increase the scope of pharmaceuticals that are subject to these initiatives and to facilitate the provision of pharmaceuticals that are easy to use for patients and healthcare professionals.

> Global Vigilance/Safety Policy

### Measures to Make Drugs Easier to Use

#### Developing New Dosage Forms (Reducing the Burden of Taking Medicine)

Up until now it was necessary for ALS patients to go to the hospital or to be hospitalized to receive treatment, which would be administered intravenously using painful needles. To offer ALS patients easy access to medication, in 2018, we began development of an oral suspension of edaravone as an additional form of dosage, with sales beginning in the United States in June 2022. As of March 2023, it has been used to treat approximately 10,000 patients, winning broad praise from the ALS community for eliminating the need to use needles and reducing the burden of home treatment.

In Japan, we obtained approval for the manufacture and sale of the “Edaravone Oral Suspension” for ALS medication in December 2022, with sales beginning in April 2023. Based on edaravone medications, we will continue our efforts to improve the quality of life of ALS patients around the world.



Intravenous infusion bag



Oral suspension

## Devising Formulations (Reducing the Burden of Taking Medicine)

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In February 2021, we obtained approval to manufacture the first OD tablet of the selective “DPP-4 inhibitor” for the treatment of type 2 diabetes and launched it in June. By adding a formulation of OD tablets (orally disintegrating tablets\*), we provide “new options” for the treatment of type 2 diabetes, which is expected to provide greater convenience and medication compliance and adherence for elderly patients and patients with impaired swallowing function.

In addition, to ensure identification, the product name is printed in Japanese on both sides of the OD tablet, just like regular tablets.

\* Because orally disintegrating tablets disintegrate in tens of seconds due to saliva or a small amount of water on the tongue, they are also useful for the average person as well as the elderly who cannot swallow tablets easily and those with water intake restrictions.

Source: Pharmaceuticals and Medical Devices Agency

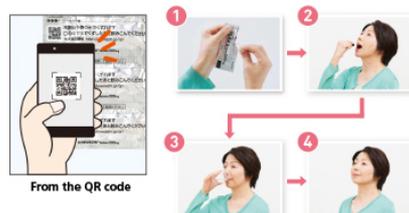
<https://www.pmda.go.jp/safety/consultation-for-patients/on-drugs/qa/0002.html> 

## Using Packaging Initiatives to Provide Explanations of How to Take Medicines

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Some drugs are difficult to take because of the dosage form. To help patients to take their drugs correctly, we print a QR code on the drug packaging and make it simple for them to view a video that explains in an easy-to-understand manner the basic way to take the drug and necessary precautions. The video is played if a smartphone or other devices are used to read the QR code\* printed on the packaging. The objective of this initiative, which is an industry first, is to be useful in such situations as when patients receive compliance instruction at pharmacies and when patients take their drugs.

\* “QR Code” is a trademark of Denso Wave Incorporated.



When the QR code is read, a movie is played that explains how to take the quick-disintegrating tablet for chronic renal failure.

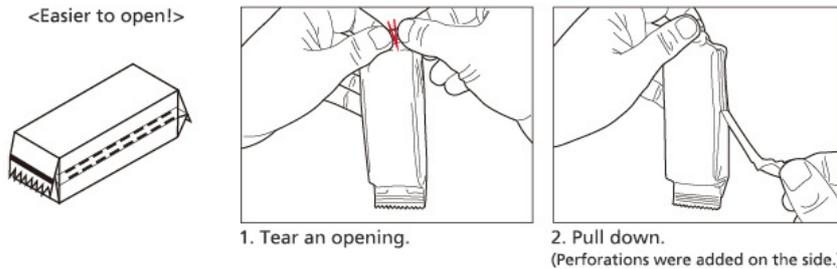
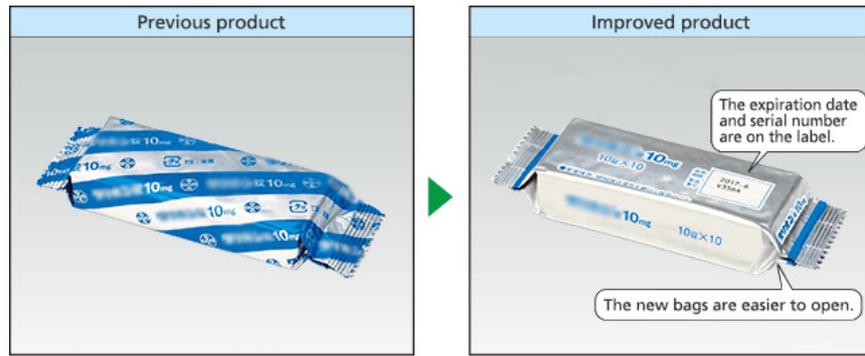
The quick-disintegrating tablet does not increase medication volume due to its unique formulation technology and quickly disintegrates with a small amount of water and reduces diffusion into the oral cavity. It is therefore expected to improve the medication compliance of patients who have difficulty taking capsules and fine granules.

## Initiatives with Aluminum Bags (Easier to Open and Easier to Take Out the Product)

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We are also working actively to improve the ease of use of pharmaceuticals. Medical institutions provided feedback that the aluminum bags containing the pharmaceutical packaging sheets (PTP sheets) were difficult to open and it was not easy to take out the product. In response, we worked in cooperation with the material manufacturer to develop aluminum bags that are easy to open and make it easy to take out the product. These improved aluminum bags received the Pharmaceutical and Medical Packaging Award at the Japan Packaging Contest 2016 (sponsored by the Japan Packaging Institute).

Aluminum bags that are easy to open and make it easy to remove the product



## Measures to Prevent Medical Errors

### Printing the Product Name on Both Sides of Tablets

As one measure to prevent medical errors, we print the product name in Japanese on both sides of tablets for such combination drugs as the Selective DPP-4 Inhibitor and SGLT2 Inhibitor, which are treatment agents for type 2 diabetes mellitus. This measure, which replaces the identification code, is expected to help prevent mistakes with tablets during the medicine picking process and to increase efficiency in drug dispensing, as well as to help prevent administration errors by patients.



Product name printed on the tablet

### Labeling of Packaging Sheets (Press-through-Package (PTP) Sheets)

In order to help prevent medication errors, some of the Company's products include the product name and ingredients on every pocket of the packaging sheet (PTP sheet). This enables patients to confirm the product name and content, even when single pockets are removed from the rest of the sheet when the drugs are dispensed. We are also striving to further increase visibility. To that end, we are taking steps to implement designs that are easy to see, such as increasing the size of characters and enhancing color schemes.



Example of the product name and content displayed on each pocket



# Information Provision

Pharmaceutical companies must reliably and continuously provide, collect, and communicate all information regarding the quality, efficacy, and safety required for the use of their products to healthcare professionals. Moreover, the information provision activities of pharmaceutical companies are expanding due to the rapid evolution and spread of digital technology. The Mitsubishi Tanabe Pharma Group contributes to healthcare to meet diversifying medical needs. At the same time, we provide appropriate treatment proposals in response to each patient's condition, and conduct information provision activities for the proper use and dissemination of pharmaceuticals.

## MR's Responsibility: Collecting Data and Providing Information to Medical Institutions

The Mitsubishi Tanabe Pharma Group provides information to healthcare professionals around Japan through medical representatives (MRs) and is working to deliver optimal drugs to patients.

The environment around healthcare is changing drastically together with progress in digital technology, and in response to this we are promoting our ZEUS (Zoom on Effective Ultimate System) Digital Marketing Project. In addition to the conventional MR activity of visiting medical institutions, we have also developed hybrid MR activities that make full use of digital channels with online interviews and web content that meet doctors' needs.

### The Important Role of MRs

- Communication of safety information and scientifically based academic information on the proper use of ethical drugs
- Collection of information on drug efficacy and safety that could not be gleaned at the R&D stage, and reporting evaluations based on those results

We have assigned MRs who are specialists in specific disease areas to be responsible for drugs that require a higher level of expertise.

# Providing Comprehensive Information through Seminars

By holding disease awareness seminars and events, we provide information to help patients and society deepen their understanding of diseases and lead a better life.

## Nikkei Health Seminar 21

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In January 2023, “Future ALS Treatment and Care,” Nikkei Health Seminar 21 was held online with our sponsorship, hosted by Nikkei Inc. The day comprised two sections, a lecture by a specialist and a panel discussion.

The lecture given by the specialist was on the theme of “Near-future prospects for ALS.” During the panel, panelists answered questions received in advance from online participants on the theme of “Providing a more reassuring life for ALS patients—Points to be aware of in ALS care,” providing easy-to-understand advice and answers. There were questions from patients with ALS, as well as from doctors who are treating people suffering from it, on subjects such as independent living and the use of ventilators. In answer, there was a great deal of useful information and ideas on offer, such as the possibility of living by themselves if there a range of care services are available.

The content of the seminar was later published in the Nihon Keizai Shimbun’s evening edition.



Nikkei Health Seminar 21

## Online Public Lecture

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In June 2023, Mitsubishi Tanabe Pharma Corporation and Eli Lilly Japan K.K., hosted an online public lecture titled “Dealing with diabetes together with your doctor –‘MY target values’ you should know,” in collaboration with the Yomiuri Shimbun. This public lecture was divided into two parts, a lecture and a talk session, with a diabetes specialist and a specialist in behavioral economics appearing as speakers. Diabetes requires long-term treatment, and thus it is important to share your goals with your doctor and work as a team, and the lecturers provided easy-to-understand explanations on what people should know about target values for blood glucose management and gave tips on how to communicate smoothly with your doctor. The content of this seminar was later published in the Yomiuri Shimbun.



The Online Public Lecture

## Providing Information for Self-Medication

Self-medication means to be “responsible for one’s own health and self-treatment for minor ailments” (WHO definition). In order to promote self-medication in the skin domain, the Company has set up the Hifu no Koto site, which is supervised by specialists such as doctors and pharmacists, and is conducting educational activities. In the area of dermatology, Mitsubishi Tanabe Pharma conducts a variety of educational programs through TV commercials and websites to help people suffering from dermatological problems to obtain accurate information and find a treatment as quickly as possible. Of these, the Hifu No Koto site provides information based on the opinions of experts, such as doctors and pharmacists.

In fiscal 2022, we continued to offer information on themes of interest to our users in the “Topical Articles” corner focusing on skin troubles particular to the COVID-19 pandemic such as alcohol disinfectant rash and mask rash. We also increased the number of supervising physicians in order to provide information on a broad range of skin ailments, covering eczema and dermatitis as well as infectious skin diseases such as ringworm and athlete’s foot. In fiscal 2022, more than 19 million people viewed the site.

In the rhinitis area, we created and aired a new commercial for the “Talion AR” allergic rhinitis medication, which contained a positive message “Starting this year, you’re going to like spring more,” promoting self-medication to hay fever sufferers. Moreover, to promote awareness among hay fever sufferers, we have continued our efforts from last year to create a pollen calendar that summarizes pollen dispersal forecasts for each area, which we made available on the brand website for this product.

In the gastrointestinal area, we have presented the symptoms of irritable bowel syndrome (IBS), a disease that causes diarrhea and constipation accompanied by abdominal pain due to stress, in an easy-to-understand manga (comic strip) format on our [healthcare product site \(Japanese language only\)](#). We are also educating people on lifestyle improvement through self-medication.

Femcare is a line of products and services intended to care for women’s bodies and health. With a name that combines “Feminine” and “Care,” these have attracted attention over the last few years. The Company is also marketing Okinazole L100 (one tablet a day for six days) for the treatment of recurrent vaginal candidiasis, and we are informing people about the ailment through a video on the brand website that illustrates that they can treat this affliction themselves using over-the-counter drugs. Moreover, in March 2023, we have acquired approval for manufacturing and sale of Okinazole L600, which is effective with just a single dose. Adding Okinazole L600 to our lineup expands options for the number of uses required, and we plan to further promote self-medication with regard to recurrent vaginal candidiasis.



\* Reference: Hifu no Koto site

Number of users: 19 million (as of fiscal 2022)

URL: <https://hc.mt-pharma.co.jp/hifunokoto/> (Japanese language only)

## Overseas Activities

The Mitsubishi Tanabe Pharma Group has about 430 MRs overseas who provide appropriate usage information through local overseas subsidiaries in order to support the appropriate use of the Company's pharmaceuticals. In addition to the U.S., these subsidiaries are located in Europe (U.K., Germany, Austria, and Switzerland) and in Asia (China, South Korea, Taiwan, Singapore, Indonesia, Thailand, and Malaysia). MRs involved in drug information provision activities visit medical institutions and doctors, participate in related academic conferences, exchange opinions with specialists, and provide the latest academic information. In this way, MRs are working each day to be able to contribute to the diagnosis and treatment activities of healthcare professionals.

### Activities in the United States

Edaravone was approved as a treatment for ALS in the U.S. in May 2017 and launched in August. It is marketed by Mitsubishi Tanabe Pharma America (MTPA). Additionally, in May 2022, edaravone oral suspension was approved in the U.S. and launched in June of the same year. MTPA also offers support to ALS patients through the JourneyMate Support Program. This program provides information on ALS and its treatment to patients diagnosed with ALS and their families, tailored treatment management for each patient, insurance reimbursement support, as well as offering information from specialist staff in the US (clinical educators) after a prescription of edaravone.

Furthermore, to support patients and families confronting ALS, we actively participate in disease awareness events, hold webinars for patients, and sponsor patient group events.

#### Main initiatives

Throughout the year, MTPA participates in events that support ALS patients in order to aid patients living with ALS, along with their families. As a national sponsor, we supported United States ALS Association's Walk to Defeat ALS, and MTPA employees have participated in events throughout the US. Moreover, we have proactively held and supported events such as webinars for ALS patients that are intended to provide useful information on ALS, along with a range of events intended to raise awareness of the disease and educate ALS patients, their families and caregivers. We also provide information on ALS through ALS Pathways and the JourneyMate Support Program, allowing those diagnosed with ALS and their families to access necessary information.



Participating in an ALS awareness event

### Activities in Asia

In Asia we are working to bring medication for diabetes and central nervous system diseases to patients in China, Taiwan, South Korea, and ASEAN nations quickly.

In China, we began offering the selective DPP-4 inhibitor teneligliptin for the treatment of type 2 diabetes in July 2022, through our partner organization Suzuken Pharmaceuticals (Suzuken Shenzhen).

In Taiwan, we have acquired approval for the neuromyelitis optica spectrum disorder (NMOSD) medication inebilizumab.

In the ASEAN region we received approval for the use of an antipsychotic product (cariprazine) in the treatment of bipolar disorder in Malaysia and Indonesia in August 2022 and February 2023, respectively. We also received approval of valbenazine for the use in the treatment of tardive dyskinesia in Singapore in June 2022, and in Indonesia and Thailand in October of the same year, and launched in Singapore in January 2023.

Through these activities we will continue to provide patients in Asia who are fighting diabetes, neuropathic ailments, and other difficulties with promising treatment options.

# Providing Information through Websites

Mitsubishi Tanabe Pharma has set up the following health support websites in Japan and around the world.

On these websites, we provide useful information in an easy-to-understand format with illustrations about the symptoms, diagnoses, and treatment of these diseases that helps many people gain a proper understanding of disease, the importance of treatment, and supports the daily lives of patients and their families. We have also prepared leaflets that summarize the information on the health support websites so that healthcare professionals including doctors and pharmacists can present them to patients and their families.

Status of major site updates in fiscal 2022

- **Inflammatory bowel disease (Crohn's disease / Ulcerative colitis)**

At the "SHITTOKU café," a website providing information for patients with Inflammatory Bowel Disease, we posted three articles in the "Tips for Working with IBD" series on the theme of IBD and employment: Communication, Job Hunting, and Diverse Ways of Living and Working. We intend to continue this series on employment in fiscal 2023.

- **Rheumatoid arthritis**

We changed the design of the landing page for RHEUMA21.info. We also updated the "Medical and Welfare System Guidebook" listed on the "Medical and Welfare Systems for Rheumatoid Arthritis" page.

- **Ankylosing spondylitis**

Updated the table of medical copayments for patients listing on the "Medical Expense Subsidy Systems" page on "Ankylosing Spondylitis Navi."

- **Amyotrophic lateral sclerosis**

Posted a new article on "ALS Station" to help ALS patients lead more fulfilling lives, "Tips to help ALS patients enjoy traveling." We also sponsored an ALS awareness event with the J-League Renofa Yamaguchi FC, and posted images of this.

- **Vaccinations**

Posted a "Vaccine Information" article on "Vaccine.net" allowing the latest news of vaccines to be viewed on the web.

- **Tardive dyskinesia**

Newly established "Searchlight: Finding and Supporting Together," which introduces the symptoms of tardive dyskinesia, along with videos that show symptoms that are easy to mistake for this ailment. Also published information for patients and their families.

- **Chronic kidney disease**

Amended "Soramame Tales" to allow it to be viewed easily from a smartphone as well as from a PC.

- **Sleep disorders**

"Suimin Net" has launched a series of articles that examine the basic mechanisms and the mysteries of sleep.

In fiscal 2022, about 24.25 million people visited these health support websites.

- Rheumatoid arthritis
- Ankylosing spondylitis
- Brain and nerve diseases
- Liver failure
- Neuromyelitis optica
- Eczema and dermatitis
- Crohn's disease
- Behcet's disease
- Multiple sclerosis
- Chronic kidney disease
- Tardive dyskinesia
- Ulcerative colitis
- Amyotrophic lateral sclerosis (ALS)   
\*Launched in Japan and the U.S.
- Spinocerebellar degeneration and multiple system atrophy
- Sleep disorders
- Vaccines

Information for patients and their families



Health Support Websites' Introductory Leaflets  
(Created in March 2022)

## Providing Comprehensive Information through the Medical Information Center

Mitsubishi Tanabe Pharma has established its own Medical Information Center to respond directly to inquiries from healthcare professionals (physicians, pharmacists, wholesalers, and others) and patients.

In November 2020, we set up a dedicated contact point for patients using our ethical drugs to contact us by telephone, and in October 2021 by inquiry form. We make it clear to patients and their families that this is an open avenue of contact for our business, differentiated from those for healthcare professionals, and are working to make it easier for them to consult with us.

We are working each day to improve our skills so that we identify the true needs behind the inquiries and respond in a way that increases the satisfaction of the people who call. The Medical Information Center receives more than 36,000 inquiries (FY2022 results) a year on a wide range of subjects. It also provides information on the appropriate use of the Company's products while utilizing basic pharmaceutical information and the in-house Q&A system. Valuable information that the center receives from customers about safety, such as drug side effects, and quality is shared internally. In this way, the center helps improve products, enhance reliability and discover future new drugs.

In recent years, the diversification of information sources for healthcare professionals and patients and the development of digital technology has caused a decrease in the number of telephone inquiries, even in the pharmaceutical industry. On the other hand, the amount of information provided by unmanned information channels has increased. We are enhancing the quality and quantity of the product Q&A provided through our website while adding digital channels (AI chatbot and LINE Official Account) that can better meet customer needs, and are endeavoring to allow people to obtain the information they need 24 hours a day, 365 days a year.

Moving forward, the center will respond flexibly to changes in the times and provide appropriate usage information for pharmaceuticals in a reliable, accurate, and prompt manner. In this way, we will work to contribute to improved health for patients.

## LINE Official Account “Mitsubishi Tanabe Pharma Medical info”

In March 2023, we opened our LINE Official Account “Mitsubishi Tanabe Pharma Medical info” in order to increase convenience for healthcare professionals. This account allows people to access the product information they want quickly and easily using a smartphone, and we will also use it to deliver revisions to package inserts and other up-to-date information in a timely fashion.



Image from smartphone screen

### 製品情報

電子添文、インタビューフォーム、くずりのしおり、薬価、コードなどの製品情報を製品名から検索。

### 製品 Q&A

よくご質問頂く事項を、Q&A としてとりまとめています。



### 使用期限の検索

製品のロット番号より、使用期限を検索いただけます。

### チャットボットで問い合わせ

24 時間 365 日、チャットで製品情報をお問い合わせいただけます。（製品基本情報、Q&A、使用期限、安定性など）

### お問い合わせ窓口

製品に関するお問い合わせは、メールと電話でもお受けしております。お気軽にお問い合わせください。



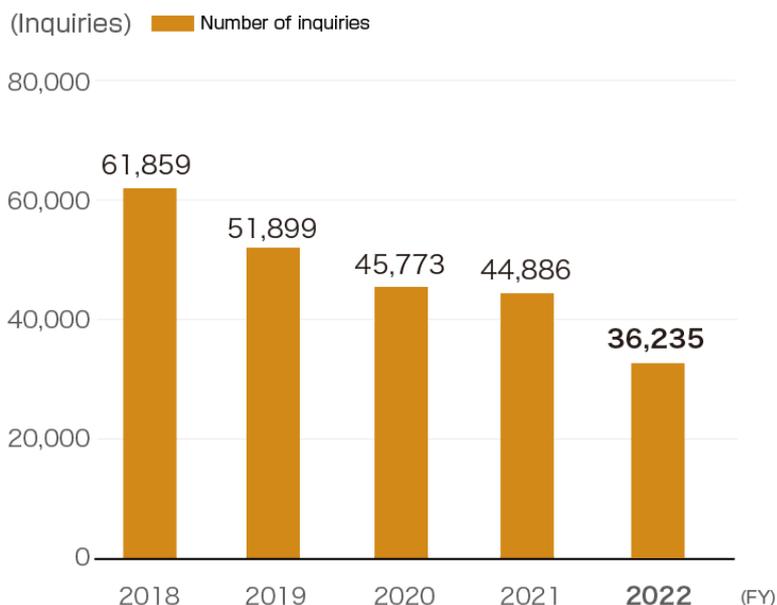
見たい情報  
欲しい情報に  
簡単アクセス

### 製品の供給関連情報

製品の供給に関するお知らせをご確認いただけます。

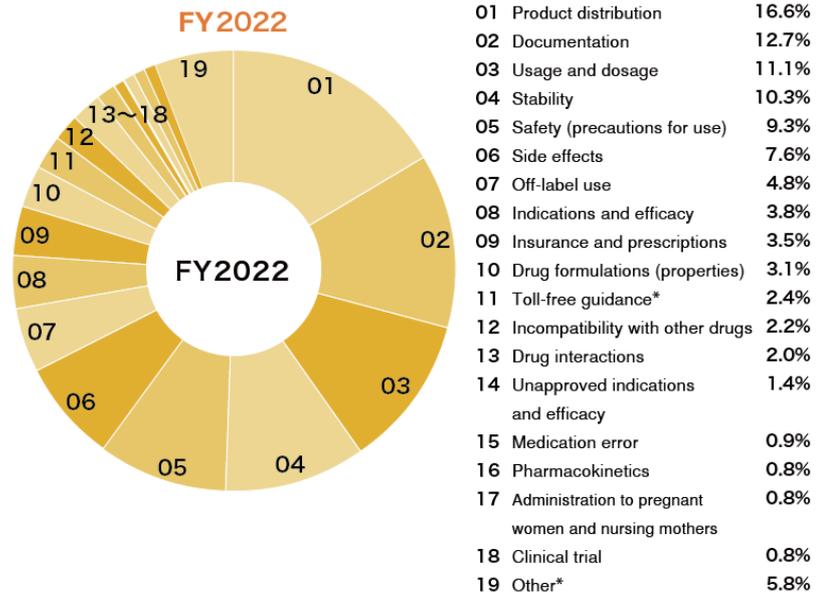
\* Note: Mitsubishi Tanabe Pharma Medical info is aimed at medical professionals in Japan, and is intended to allow them to use ethical drugs in an appropriate manner.

Number of inquiries received by the Medical Information Center



Note: Decrease in the number of cases due to the transfer of sales of Sun Pharma products.

Subject of Inquiries to the Medical Information Center



\* Toll-free guidance: Guidance to redirect consumers by providing correct contact information

Other: Inquiries on MR calls, lectures, seminars, doping, and other matters



## Drug Safety / Quality Assurance

### Quality Assurance System of Drugs

In April 2020, we established the Quality & Vigilance (QV) Division to function as the global head of quality and safety management for products. The QV Division has the following functions.

#### Primary Functions of the QV Division

- Creation of a mechanism and system for the stable supply of high-quality products
- Audits to ensure the reliability of each operation from research and development to post-marketing
- Collection and analysis of safety information of products and products under development, and the reporting and dissemination of that information
- Formulation and promotion of safety information surveillance policies for post-market products

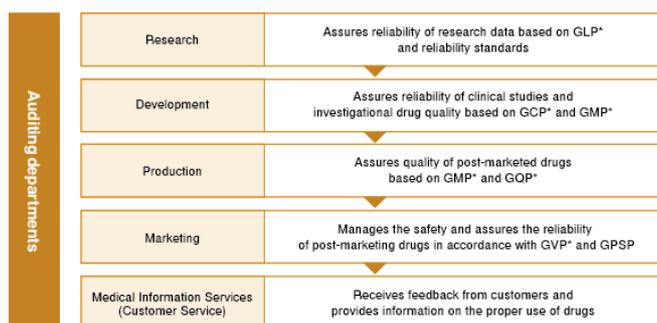
To ensure that our pharmaceuticals can be used by healthcare professionals and patients with peace of mind, the Quality Assurance Department strives to maintain and improve our system of reliability assurance by complying not only with “The Law on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices,” but also various laws and regulations including GLP, GCP, GMP, GQP, GDP, GVP, and GPSP.

In May 2017, we obtained approval for edaravone as a treatment agent for amyotrophic lateral sclerosis (ALS) in the U.S. Subsequently, we also obtained approval in Switzerland, Canada, and other countries, and have accelerated product rollout in regions where we have not established our own sales system\*. More than ever, we are providing products that comply with the regulations of each country while collaborating with the quality and safety departments in each country. Always mindful of differences in medical environments, we provide patients around the world with products that they can use with peace of mind.

The Group will continue to ensure the quality, effectiveness, and safety of pharmaceutical products by complying with laws and regulations and maintaining and improving its quality assurance system.

\* A system of direct sales as well as sales by licensed overseas companies. The establishment of a direct-sales system enables independent operation as a pharmaceutical company.

## System to assure the reliability of drugs



- \* GLP (Good Laboratory Practice)  
Standards for conducting preclinical trials on pharmaceutical safety.
- \* GMP (Good Manufacturing Practice)  
Standards for manufacturing and quality control of pharmaceutical and quasi-pharmaceuticals.
- \* GVP (Good Vigilance Practice)  
Standards for post-manufacturing and marketing safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, medical devices, and regenerative medical products.
- \* GCP (Good Clinical Practice)  
Standards for conducting clinical trials of pharmaceuticals.
- \* GQP (Good Quality Practice)  
Standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices.
- \* GPSP (Good Post-marketing Study Practice)  
Standards for conducting post-marketing surveillance and studies of pharmaceuticals.

## New Drug Safety Management

After the launch of a new drug, adverse drug reactions that were not discovered in clinical trials are sometimes reported. We quickly collect that information, analyze it, and provide feedback to the medical front lines. We are moving forward with proactive safety management activities that incorporate new safety measures. We believe that these activities help prevent the expansion of adverse drug reactions from new drugs and promote appropriate usage on the medical front lines.

Furthermore, overseas use involves different medical environments from that in Japan, and it will therefore be necessary to exercise caution in safety management.

For example, edaravone, which was discovered by the Company, was approved in Japan in 2001 as a treatment for the acute ischemic stroke and has been in use for more than 20 years. Since 2015, edaravone has been used in Japan as well as overseas in countries such as the U.S. to treat ALS.

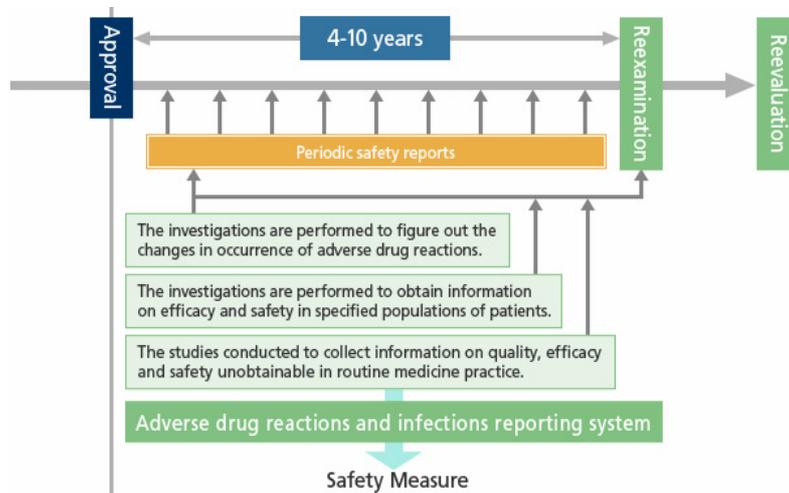
The abundant safety information that we have accumulated has given us valuable experience in promoting its proper use. Making full use of that experience and taking into account the overseas regulatory and medical environments, we will work to collect and provide safety information to foster proper use and to contribute to improvement in the quality of life of ALS patients.

# Post-Marketing Surveillance in Japan

After the regulatory authority approves the manufacturing and marketing of a drug based on the results of nonclinical and clinical studies, we begin selling the drug. Clinical studies are conducted with the number of subjects that are required to scientifically verify the efficacy and safety of the new drugs. However, the conditions for participation in clinical studies (age, medical history, concomitant medications, etc.) are not necessarily the same as the post-marketing conditions of use.

Therefore, the Company starts to collect safety information under actual conditions of use at medical sites as soon as drugs are launched, and we also conduct various post-marketing surveillance. Through the surveillance, we aggregate safety information regarding the drugs that have been actually prescribed to patients, we monitor the safety and efficacy of drugs, and the information that is obtained in the surveillance is quickly and accurately provided to the regulatory authorities and healthcare professionals. In this way, we are working to support the proper use of drugs.

Post-marketing safety management and surveillance of safety in Japan



## Quality of Products

Our policy\* is to contribute to the health and well-being of people around the world through the stable supply of high quality, reliable products which are manufactured under a world-class quality system. On that basis, we are strictly observing the ministerial ordinance on GMP (regulations regarding pharmaceutical manufacturing control and quality control) and on GQP (regulations regarding pharmaceutical quality control). Patient safety is the first priority of every employee, and we are implementing initiatives targeting quality assurance with a focus not only on results but also on processes. Through management, supervision, and guidance of manufacturing sites in Japan and overseas, we are working to improve the quality of the products that we provide to the market.

Furthermore, we are working to ensure the quality of pharmaceuticals in accordance with a division notification from the Ministry of Health, Labour and Welfare dated June 1, 2016, regarding the carrying out of production based on the certificate of approval for manufacture and sales.

Above all, to ensure patient safety and prevent disadvantage, any problems found in the safety, effectiveness, quality, labeling, and other aspects of a product should be promptly reported to the regulatory agency and information provided to the medical institution, and a system should be in place to recall the product.

In fiscal 2022, we conducted one voluntary recall in Japan, but no related health problems were reported.

In addition to the quality of pharmaceuticals that can be used with peace of mind by patients, one of our important missions is to supply pharmaceuticals when patients need them. Therefore, from fiscal 2021, we set the number of product recalls as a monitoring indicator of our materiality and ensure a stable supply of pharmaceuticals.

> [Quality Policy](#)

### Quality assurance initiatives

- Strengthen collaboration with manufacturing plants and reinforce checking systems, and regularly confirm actual manufacturing practices and the certificate of approval
- Enforce measures to prevent recurrence by rectifying and improving any defects based on our own checks and investigations at manufacturing plants

## Pharmaceutical Safety Training

We are working to accumulate and pass on knowledge, and raise awareness related to pharmaceutical safety for management and all employees.

In fiscal 2022, we also conducted educational training on pharmaceutical safety management and drug-induced suffering. As people who work at a pharmaceutical company, the training improved the risk sensitivity of each of us, so that we always act with high ethical standards with the patient's health and safety as our highest priority.



Society &gt; Together with Patients and Healthcare Professionals

# Solving Issues Related to Improving Access to Healthcare

There are many intractable diseases in the world for which no cure has been found, as well as many difficult-to-cure diseases. Notably, research and development of therapeutic agents for infectious diseases such as malaria, tuberculosis, and NTDs, which are prevalent in developing countries, is not progressing due to unpromising marketability. Furthermore, inadequate medical systems, poverty, and disasters in developing countries prevent them from receiving needed medicines and medical services.

To address these issues of access to healthcare, the Group will leverage its strengths in drug discovery, and work in partnership with NPOs/NGOs, industry groups, and others based on our MISSION of “Creating hope for all facing illness.”

## Intractable Disease Initiatives

We have created treatment options for intractable diseases such as inflammatory bowel disease and multiple sclerosis.

Providing new options for diseases for which there has been no cure is our MISSION itself. We seek to realize precision medicine for diseases for which unmet medical needs remain, especially in the central nervous system and immunoinflammatory areas. In addition, we will contribute to improving the quality of life of patients and their families by providing solutions based on therapeutic medicine from prevention to prognosis.

For the materiality monitoring indicator, we have designated a new “Development pipeline quantity for rare and intractable diseases,” and have disclosed the pertinent results from fiscal 2021.

### Number of pipelines for intractable and rare diseases (As of April 25, 2023, excerpt from financial information documentation)

The Indications for the pipelines designated as intractable disease / orphan drug by the Ministry of Health, Labour and Welfare (Japan) or as orphan drug / fast-track / breakthrough therapy (U.S.) are as follows.

#### 1 Central nervous system

| Development code | Indications  | Region/Stage               |
|------------------|--|----------------------------|
| MT-0551          | Myasthenia gravis                                    | Japan / Phase 3            |
| ND0612           | Parkinson's disease                                  | Global / Phase 3           |
| MT-1186          | Amyotrophic lateral sclerosis: ALS / Oral suspension | Switzerland / Application* |
| MT-3921          | Spinal cord injury                                   | Global / Phase 2           |
|                  | HTLV-1 associated myelopathy                         | Japan / Phase 1            |

\*Approved in Switzerland in May 2023

#### 2 Immuno-inflammation

| Development code | Indications  | Region/Stage     |
|------------------|--|------------------|
| MT-7117          | Erythropoietic protoporphyria, X-Linked protoporphyria | Global / Phase 3 |
|                  | Systemic sclerosis                                     | Global / Phase 2 |
| MT-0551          | IgG4-related disease                                   | Japan / Phase 3  |
|                  | Systemic sclerosis                                     | Japan / Phase 3  |

- > Materiality
- > R&D
- > Development Pipeline

## Development and Provision of Therapeutic Drugs

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Edaravone was developed as a treatment for amyotrophic lateral sclerosis (ALS), which causes progressive muscular atrophy and muscle weakness as its principal symptoms. Based on the results of clinical trials in Japan, we obtained approval in Japan, followed by South Korea, the United States, Canada, Switzerland, and Asian countries.

Additionally, edaravone oral suspension, which is intended to reduce patient burden, was approved in the U.S. in May 2022, and the product was launched in June of the same year. In Japan, it was approved for use in December 2022, and launched in April 2023. We are continuously working to expand the number of approved countries to provide our products to more patients and have received approval for use in Canada and Switzerland. Furthermore, we are working to develop around the pill solutions that help improve the quality of life of patients and their families.

### Approval of edaravone oral suspension and support treatment for ALS patients

Until now, the use of edaravone for treatment of ALS has been restricted to intravenous administration. However, we have developed an oral suspension that can be administered orally, a new treatment option intended as both a treatment and to improve patients' quality of life, alleviating the pain caused by injections and reducing the burden imposed on patients by hospitalization or hospital visits for administration. Edaravone oral suspension was approved in the United States in May 2022, followed by Canada in November, Japan in December, and then Switzerland in May 2023.

In March 2023, Business Insider Japan showcased our initiatives for providing information in support of nutritional management in ALS treatment, as well as introducing our path to development and approval of edaravone oral suspension.

( <https://www.businessinsider.jp/post-265047> □ ) (Japanese language only)

## New Initiatives

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Dersimelagon is being developed as a new treatment option for erythropoietic protoporphyria and X-Linked protoporphyria, which causes painful skin symptoms when exposed to sunlight. In 2021, we began clinical trials of Dersimelagon as a treatment for systemic sclerosis, which is a rare disease and characterized by hardening of the skin and internal organs.

Going forward, we will work on research and development to attain our MISSION and contribute to the realization of a healthy and sustainable society by offering a promising option to a large number of patients around the world who are struggling with intractable diseases, as well as to their families.

## Global Health

Controlling infectious diseases that are prevalent in developing countries leads to improved living conditions for people and the overcoming of poverty, creating a virtuous cycle not only in developing countries but throughout the world. As a drug discovery company, we believe that leveraging our strengths in drug discovery is the best way to contribute, and we are conducting research on therapeutic drugs for infectious diseases through the GHIT Fund. We also provide various support through collaborative research efforts with non-profit organizations aimed at creating new antimicrobial medications for use against drug-resistant bacteria, and by paying attention to intellectual property in developing countries and donating to NPOs and NGOs.

### Participation in the Global Health Innovative Technology Fund

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The Global Health Innovative Technology Fund (GHIT Fund), is Japan's first public-private partnership to promote the creation of innovative treatment agents for infectious diseases that affect people in developing countries, such as malaria, tuberculosis, and neglected tropical diseases (NTDs). We support the GHIT Fund's objective of contributing to global health, and financially support the fund.

Meanwhile, with funding from the GHIT Foundation, we are researching with our partners infectious disease treatments that are widespread in developing countries.

In particular, the eradication of malaria and NTDs presented below is listed as one of the 169 targets linked to the 17 goals of the United Nations' Sustainable Development Goals (SDGs). Improving medical access is also a materiality for our company, so we will continue to actively promote it.

#### Joint research with Medicines for Malaria Venture (MMV)

The Company provided its pharmaceutical compound library (50,000 compounds) to Medicines for Malaria Venture (MMV), a research institution that focuses on the discovery of new anti-malaria drugs. Three types of promising hit compounds that have the potential to become pharmaceutical products have been identified. In addition, we promoted joint research and from one of these compounds, we acquired two lead compounds as new anti-malaria drug candidates. In April 2019, we moved to the next phase and continue conducting research in collaboration with MMV to create candidate compounds.

#### Joint research with Drugs for Neglected Diseases initiative (DNDi)

Together with the Drugs for Neglected Diseases initiative ("DNDi"), an international organization involved in non-profit drug development, we began drug discovery research for lead compounds targeting Chagas disease and leishmaniasis in April 2021. MTPC and DNDi have been conducting compound discovery screening for these diseases since September 2019 and succeeded in acquiring nine types of hit compounds. Since the acquired hit compounds fulfilled the criteria for advancing to the lead compound search, the next step in drug discovery, we have set the acquisition of compounds that meet the lead stage criteria as the final goal of the two-year project.

### Patents in Countries Where Access to Healthcare Is Difficult

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Mitsubishi Tanabe Pharma Group has established a policy on intellectual property that forms the basis for providing new healthcare opportunities in order to appropriately protect and make effective use of its globally competitive intellectual property. On the other hand, in countries where serious economic problems make access to healthcare difficult, we need to consider enforcing our patent rights. The Group contributes to healthcare access in economically deprived areas around the world. Therefore, as a general rule, we do not enforce our patent rights in the Least Developed Countries (LDCs) stipulated by the United Nations.

Please see "[Protection of Intellectual Property Rights](#)" for details.

## Other Support

| Support provided   | Description of initiatives   | Countries targeted                         |
|--|--|--|
| <p>Providing vaccines and school meals to children in developing countries</p> | <p>Group employees have participated in vaccine support activities for children in developing countries, which are conducted by the NPO Japan Committee, Vaccines for the World's Children (JCV). This is an international contribution activity wherein donated used books and other items are sold and that amount is donated to JCV and used to deliver vaccines to children in developing countries. Furthermore, at the employee cafeterias, we participate in TABLE FOR TWO (TFT), in which one meal is provided to a child in a developing country for each meal ordered by an employee from our healthy menu. This is a support program conducted by the NPO TABLE FOR TWO International. School meals that are provided through donations are expected not only to help solve hunger among children but also lead to gains in the children's fundamental strength and help prevent disease. We are actively promoting these initiatives to help raise employee awareness.</p> | <p>Myanmar, Laos, Uganda, Rwanda, etc.</p> |
| <p>Child palliative care in developing countries</p>                           | <p>In the hope of providing palliative care services equally to all children, Mitsubishi Tanabe Pharma Indonesia donates and provides pharmaceuticals to the NGO Rachel House, a pioneer in palliative care in Indonesia. Through this activity, we help children suffering from serious illnesses in areas outside Jakarta where medical care is unavailable.</p>   | <p>Indonesia</p>                           |

Please see [“Contributions to Medical Care and Welfare”](#) for details about these initiatives.

## Support for the Kenya Research Station (Nairobi), Institute of Tropical Medicine, Nagasaki University

In developing countries, where medical institutions are not well established, many infants die from the exacerbation of infectious diseases. Through Nagasaki University's Institute of Tropical Medicine, which conducts collaborative research on rotavirus gastroenteritis, we donated lab equipment to the institute's Nairobi Research Station laboratory. Further, as part of our development of next-generation human resources, we hired as research interns young Kenyans who aspire to be researchers and engaged them in the work of collecting samples and data at the medical facility and conducting experiments in the lab.

The Nairobi Research Station is located on the premises of the Kenya Medical Research Institute, and is a P2/P3 level facility with molecular biology and pest laboratories. A total of seven administrative teams and 50 staff members including collaborators are on the research team and are active in area fields where epidemiological research is conducted. Although the joint research with MTPC was completed in March 2021, the Nairobi Research Station will continue to study tropical infectious diseases and public health peculiar to Africa to address various medical issues not only in Kenya but also in Sub-Saharan Africa. Moreover, we are developing entry-level human resources through the African Business Education for Youth and the JICA Project for Infectious Disease Control Human Resources Development together with Japan International Cooperation Agency (JICA).



Nairobi Research Station laboratory



Junior researchers working on experiments using the lab equipment and supplies donated by MTPC



# Human Resources Development

## Basic Human Resources Policy

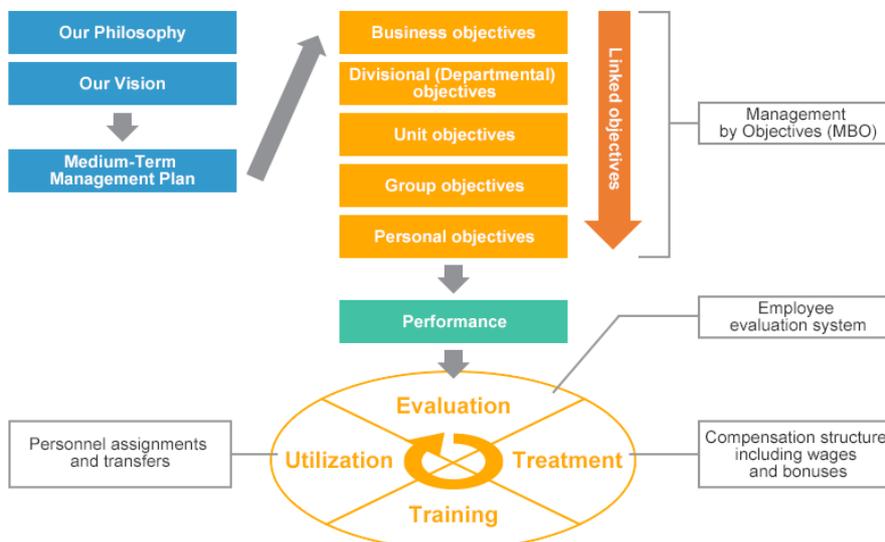
The Mitsubishi Tanabe Pharma Group is working to further enhance its competitiveness by focusing on its people as a management resource and giving its diverse range of individual employees an opportunity to demonstrate their full potential. To further enhance its competitiveness and achieve sustained growth, the Company operates the Comprehensive Management System for Human Resources.

Additionally, based on the “One Company, One Team” structure, the Mitsubishi Chemical Group (the MCG Group) will work as a whole to promote human resources initiatives.

### Comprehensive management system for human resources

#### Basic approach

This system is a tool for the achievement of management objectives, and the Company thinks it is important to link the system to objective management, evaluation, treatment, training, and utilization.



Number of employees

|                         | March 31, 2019 | March 31, 2020 | March 31, 2021 | March 31, 2022 | March 31, 2023 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Consolidated</b>     | 7,228          | 6,987          | 6,728          | 6,697          | 6,370          |
| <b>Non-consolidated</b> | 4,111          | 3,764          | 3,383          | 3,278          | 3,107          |
| <b>Men</b>              | 3,107          | 2,840          | 2,593          | 2,490          | 2,354          |
| <b>Women</b>            | 1,004          | 924            | 790            | 788            | 753            |

# Human Resources Development

To strengthen our corporate vitality and competitiveness, we must work to enhance the capabilities of our human resources, who are the source of that vitality and competitiveness. The Group supports employees so that they can develop and exercise their capabilities through the smooth coordination of the four frameworks listed below. As well as daily on-the-job training, we provide opportunities for each person to learn and grow on their own initiative and enhance their abilities. In addition to these initiatives, through the assignment of the right person to the right place, we strive to maximize each person's ability.

## Four frameworks for managing human resources

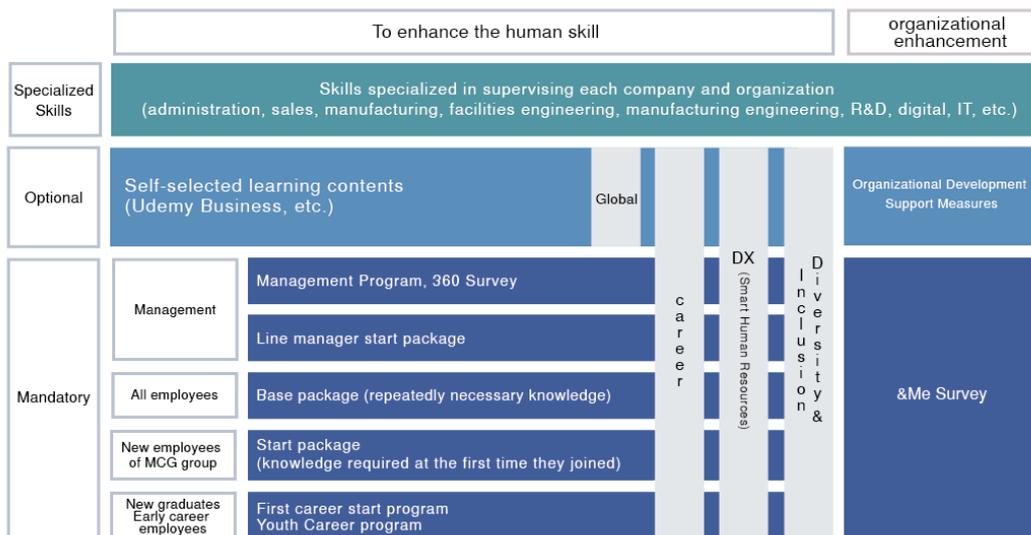
- Employment of diverse human resources
- On-the-job/Off-the-job training through management by objectives (MBO)
- Transfers and rotations
- Fair evaluations

## Human resources development system

In fiscal 2022, working from the “One Company, One Team” system, we formulated a common development system for the MCG Group. From fiscal 2023 onwards we will implement Off-the-job training measures based on this development system.

In fiscal 2022 each person received an average of 1.9 hours of in-house training.

New development system



We are working to train a global base of human resources and the next generation of leaders who will manage the organization in future, and to support employees in developing their own careers.

## Career Development Support Measures

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We offer career-focused interviews with superiors and subordinates, career design training, a range of information to consider regarding careers, and opportunities for individual consultation, all intended to provide opportunities for every employee to realize how important it is to consider their own careers, and to think proactively about it.

- Implement ongoing training in a style that allows employees to participate flexibly in a manner that suits their lifestyles and stage of life.
- Implement distance learning and business skills training (online) with businesses in other industries to broaden trainees' perspectives and instill self-motivated learning habits.
- Provide career counseling for some levels for all participants to provide better awareness of career opportunities in training.
- Hold career fairs to provide lectures and information to improve employees' awareness of the need for independent career development.

### Development of global human resources

- We continuously develop global human resources with our career challenge system that enables transferring to a wide range of work assignments including those overseas.

By operating a "Career Challenge System" that allows employees to transfer to a wider range of positions, including overseas, on their own initiative, and offering job rotation to globally related businesses in Japan and overseas, we are continuing to develop human resources with a global outlook, cross-cultural capabilities and communication skills.

## Development of DX-Capable Human Resources

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We have set up DX (smart human resources) training programs intended to develop more "smart human resources" capable of working in a more effective, efficient manner, using digital technologies and business models to achieve a variety of transformations in domains ranging from improvements to everyday operations to business, and value creation.

DX training is positioned as a major theme for the whole MCG Group, and based on the new DX human resource development system under "One Company, One Team," the Human Resources Division and the Digital Department will cooperate to implement programs at a variety of levels aimed at new employees, management, and all employees.

### Next-generation leader development

- Instituting training programs for a next generation of leaders

Working from the "One Company, One Team," philosophy, we have set up two programs for developing management resources: The "Top Leader's College" intended to develop the next generation of managerial executives as a common program throughout the MCG Group in place of the previous "MT-VIVID" management development program, and the "Future Leader's College" aimed at the team leader class who will be candidates for the "Top Leader's College." Through these programs, we hope to develop a diverse management team capable of achieving victories who are able to anticipate changes in society, drive change and transformation, and relate their vision for the society of tomorrow.

The MCG Group's definition of requirements for management leaders

|                                |  |
|--------------------------------|--|
| <b>Basic qualities</b>         | <ul style="list-style-type: none"> <li>• Personal attributes (reliability, ambition, honesty, inquisitiveness), courage</li> <li>• Embodies our vision, mission, and values</li> <li>• Cooperative ability (collaboration, relationships with stakeholders)</li> </ul>   |
| <b>Management competencies</b> | <ul style="list-style-type: none"> <li>• Market insights</li> <li>• Strategic thinking</li> <li>• Ability to drive transformation based on a future-oriented approach</li> <li>• Organizational and human resource management capabilities (psychological stability, receptivity to diversity, ability to create a vision, resilience)</li> <li>• Results focused</li> </ul> |
| <b>Expertise, experience</b>   | <ul style="list-style-type: none"> <li>• Acute skills and expertise in social issues beyond conventional business boundaries</li> <li>• Wide range of experience, including outside the Company</li> <li>• Broad knowledge</li> </ul>  |
| <b>Results, track record</b>   | <ul style="list-style-type: none"> <li>• Business track record through bold decision-making based on medium- and long-term perspectives</li> <li>• Outstanding track record of driving transformation</li> </ul>   |



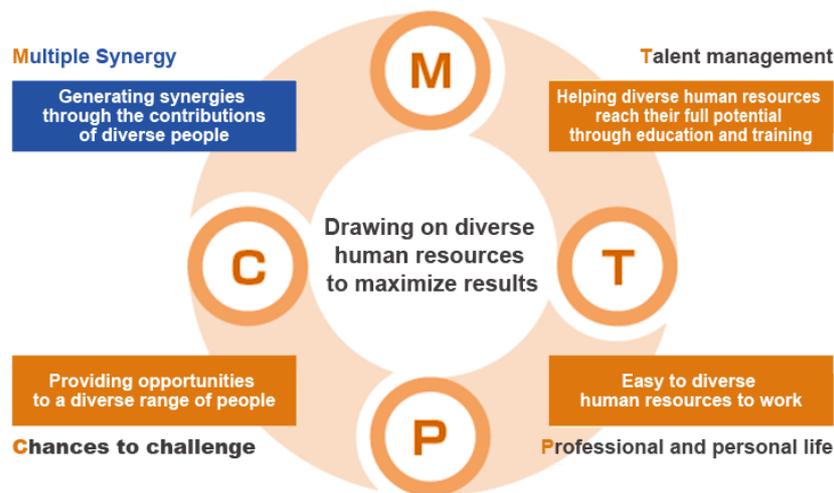
# Promoting Diversity & Inclusion

## Actively Utilizing Diverse Human Resources

### Basic Approach

The Group has positioned its approach to diversity and inclusion as one of its management strategies. We have organized that approach into the Diversity Promotion Circle, and we are advancing initiatives on that basis.

### Diversity Promotion Circle



In regard to diversity, we take into account both visible diversity (gender, sexual orientation and gender identity (including LGBTQ+\*), age, career background, nationality, disability status, time restrictions due to childcare, nursing care, etc.) and non-visible diversity (knowledge, skills, experiences, values, ways of thinking, etc.). By appreciating these differences and leveraging them, we seek to maximize our results.

\* LGBTQ+: In this report, LGBT is used as a generic term to refer to people who belong to a sexual minority, with the addition of Q (Questioning: people who have not decided on or do not know their own identity) and "+" as an expression of sexual diversity, which cannot be expressed in words.

## Diversity & Inclusion Initiatives

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In fiscal 2022, we implemented the following initiatives.

### Diversity and inclusion training

We held group training and e-learning on unconscious bias for management (all section managers) at domestic Group companies. Intended to achieve appropriate diversity management, this training has the aim of deepening the understanding of unconscious bias that is essential for promoting diversity and inclusion.

### MCG Group DE&I Event Week in 2023

In March 2023, we held MCG Group DE & I Event Week in 2023 – Embrace Equity – in order to think about diversity and inclusion. This week of events featured a global event hosted by the MCG leadership team, as well as events hosted in Japan, the Americas, EMEA, China, and the APAC region, and provided opportunities for MCG colleagues around the world to reflect on how MCG could be an enterprise in which difference is respected and all employees can be active regardless of their personal characteristics.

### LGBTQ+ initiatives

The Group has implemented the following initiatives to protect the rights of LGBTQ+ individuals and create comfortable working environments.

- Our work rules clearly state that harassment of LGBTQ+ individuals will be subject to disciplinary action.
- Same-sex partners were included in the scope of nursing care leave and nursing care holidays.
- Same-sex partners in a common-law marriage can register as a family and are treated the same as spouses under our system of vacations, allowances, and housing.

We will continue to distribute Ally stickers, which show our understanding of and support for LGBTQ+ people. As for hiring, we have eliminated the gender entry column from the hiring entry sheet in consideration of gender and LGBTQ+ individuals.

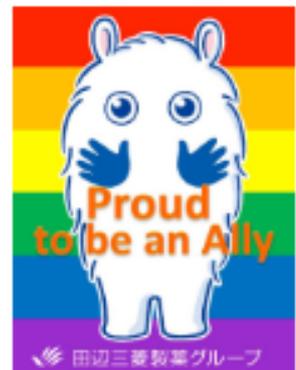
We also held career workshops and seminars to encourage women who are at an age when they are liable to experience life events, and caregiving seminars to learn about preparation and support systems for nursing care.

## Utilization of Senior and Experienced Employees

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The Company re-employs staff who wish to remain employed after retirement. To provide a place of employment, we are creating an environment that permits diverse work styles including work sharing, and we are enhancing our re-employment system and working to utilize their skills and knowhow even after retirement.

Moreover, we conduct career design training for employees in their early 50s who are considering future careers with a view to retirement. We have actively provided and expanded the environment so that all employees can continue working with high motivation regardless of age.



An Ally sticker utilizing Tanamin, the Company's original character

## Social recognition

### work with Pride



Received the 2022 Gold Prize in the PRIDE INDEX, an evaluation index for LGBT initiatives in the workplace by “work with Pride,” a private organization



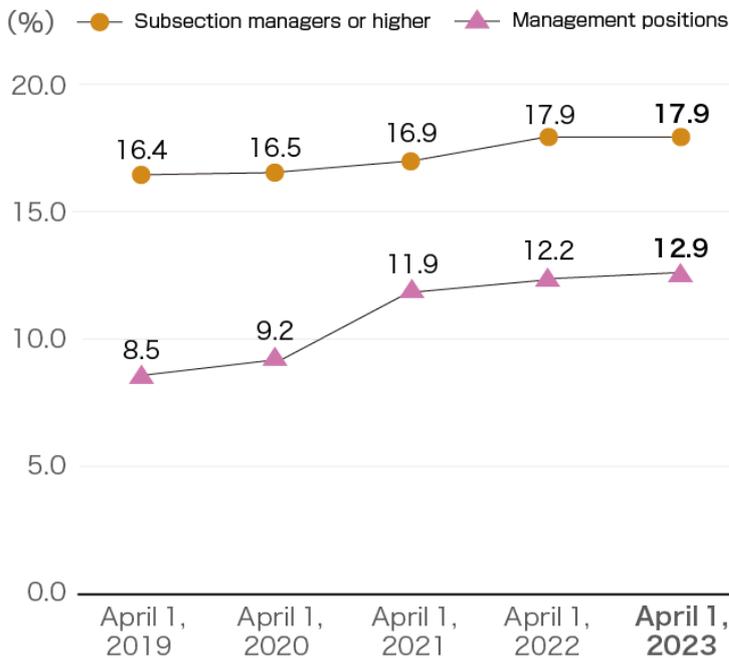
Received highest ranking under “Eruboshi” company certification system based on the Act on Promotion of Women’s Participation and Advancement in the Workplace in 2016

### 女性が輝く 先進企業 2020



The Cabinet Office’s “Awards for Women Empowering Companies” are given by the Cabinet Office to companies that have made outstanding achievements in terms of their policies, initiatives, and performance in the promotion of women to executive and managerial positions, and for their disclosure of information. They are intended to promote the development of workplaces in which women can take active roles. Received the Cabinet Office’s “Minister of State Award for Special Missions (Gender Equality)” at the “Awards for Women Empowering Companies” in 2020.

### Percentage of female employees with subsection managers or higher or in management positions



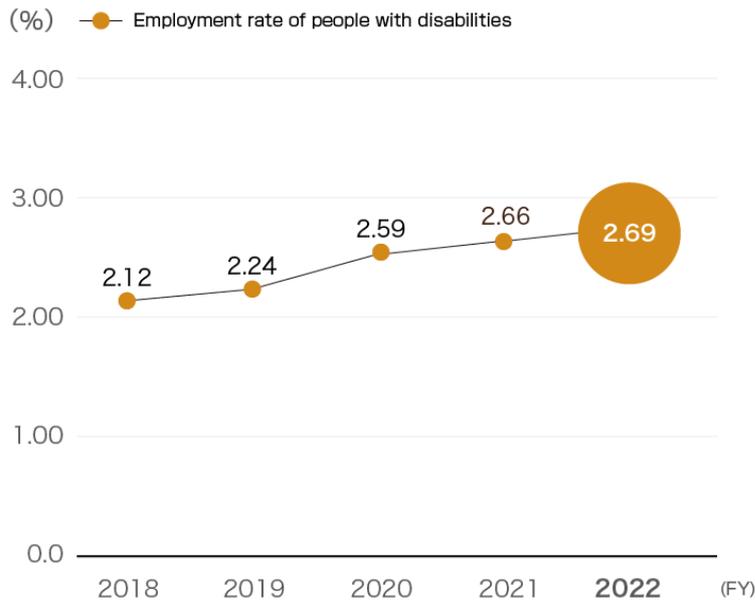
# Supporting Active Careers for People with Disabilities

## Promoting Employment of People with Disabilities

---

The Group has actively worked to promote the employment of people with disabilities, and at the same time, has expanded the range of duties in many occupations throughout the Group. As a result of actively hiring people with disabilities, the Group's employment rate as of March 31, 2023, was 2.69%, an improvement from 2.66% at the end of the previous fiscal year.

The Group will continue to proactively hire people with disabilities and create an environment where they can actively participate.



## Creating Environments That Are Easy to Work In

---

The Group seeks to achieve an inclusive workplace where people with and without physical and mental health challenges work together in the same place. We will create an environment where people with disabilities can make the most of their strengths and continue to make our workplaces even more comfortable to work at in the future.

## Tanabe Palm Service Co. Ltd., a special subsidiary

Although there are less than 100 people with disabilities working throughout the Group, the Group's Tanabe Palm Service, a special subsidiary, provides a variety of office services, and has over 40 people primarily with intellectual, mental, and developmental disabilities working there. (As of April 2023)

Tanabe Palm Service seeks to grow with the Company while providing a place where people with disabilities can work with peace of mind by maintaining a comfortable work environment and a system that supports growth. Specifically, we openly communicate by sharing our experiences at morning and end-of-day meetings, reviewing our work, discussing difficulties including issues in our daily lives through regular discussions and daily chats with staff. Additionally, we have announced new business reforms as a team, as well as business reforms ideas from individuals, and have adopted systems for commending people and promoting their growth. As a business that proactively employs persons with disabilities and provides employment support to them, this company is registered as an Osaka Prefecture Excellent Company that Supports Persons with Disabilities.



Digitization of paper documents.  
Digitization contributes to greater operational efficiency within the Group.



Making business cards for MTPC Group employees. The cards are printed on a large paper sheet and cut to business card size.

# Support for Diverse Working Styles

In Japan, the Group supports diverse human resources that participate actively in diverse working styles through an enhanced system that helps establish a balance between personal life and work, and the introduction of a flexible work system.

## Flexible Work Systems

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The Group has taken steps to enhance systems that contribute to flexible working styles and enhanced productivity for employees, such as a flex-time system with no core time, a flexible work system for employees in planning areas and specialist areas, and a telecommuting system.

To support a balance between work and medical treatment, such as in the case of cancer survivors and infertility treatment, in fiscal 2018, we introduced shorter workdays and treatment leave that employees who need treatment can use. In addition to these systems, we introduced a new infertility treatment leave system in April 2020. Employees who have been treated for infertility but have difficulty with the treatment due to physical distance between them and their spouse, can take a temporary leave of absence under this system. The system was expanded in January 2021 and employees who live with their spouses but are receiving infertility treatment by advanced reproductive medicine, which requires many hospital visits, are eligible under this system. In October 2022, we instituted childcare leave at birth (postnatal paternity leave) in accordance with revisions to the Child Care and Family Care Leave Law, creating an environment that encourages men to take childcare leave.

## Systems to Support a Balance Between Life Events and Work

---

The Group has established childcare and nursing care support systems that significantly surpass legal requirements. We have created an environment that enables employees to work with peace of mind and balance work and life events, such as pregnancy, childbirth, childcare, and nursing care. We continue to take steps to establish environments that facilitate active participation by fathers in child-rearing.

We will continue to create a work environment where each employee can fully exercise his/her ability and work energetically.

### Initiatives to get men to participate in childcare

We have implemented the following initiatives to create an environment in which it is easy for men to participate in childcare.

- Special leave for husbands that can be taken during the period from pregnancy to childbirth (pre-paternity leave)
- Make the first five days of childcare leave as paid leave (for both men and women)
- Promote the taking of childcare leave for men (postnatal paternity leave)

In fiscal 2022, we also conducted an e-learning course for all employees on the content of the revised Child Care and Family Leave Law. In addition, managers were provided with video training on the need for men to participate in childcare.

## Social recognition

For the sixth consecutive year since 2007, we were certified as a “general business owner conforming to standards” (Kurumin mark) based on the Next Generation Nurturing Support Measures Promotion Law. In July 2019, we were certified “Platinum Kurumin”\* in recognition of our childcare support and working style initiatives.

\* The “Platinum Kurumin” certification system recognizes companies that have already been “Kurumin” certified by the Ministry of Health, Labour and Welfare as companies that support childcare and that have taken steps to achieve a higher standard.

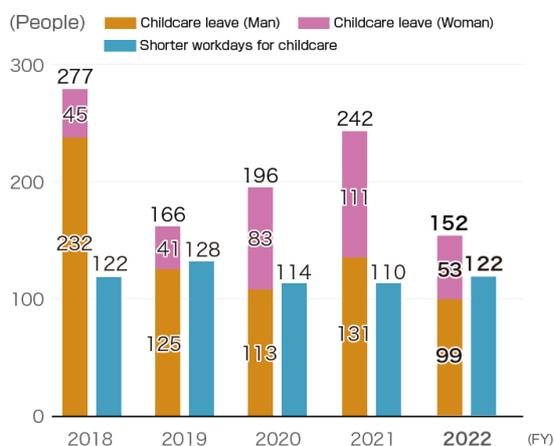


Kurumin certification mark



Platinum Kurumin certification mark

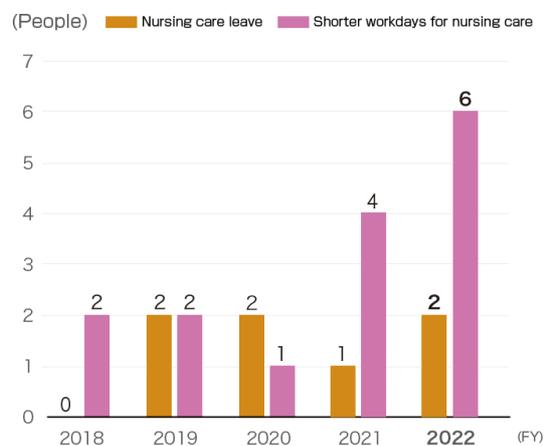
### Utilization of leave and shorter workdays for childcare



\* The Group domestic

\* Results in the utilization of childcare leave show the number of people who commenced childcare leave during the fiscal year

### Utilization of leave and shorter workdays for nursing care



\* The Group domestic

## Building Sound Labor-Management Relations

The Group respects the rights of its employees, including the freedom to form a union and the right to collective bargaining. The labor agreement that Mitsubishi Tanabe Pharma has entered with the Mitsubishi Tanabe Pharma Labor Union guarantees the working conditions and rights of union members. As of the end of March 2023, the labor union membership rate was 72.0%. Group management and the union regularly hold management meetings where the Company communicates its management policy and the two parties exchange information on workplace conditions, seeking to more fully understand each other. Members of the Management Council and various labor-management committees, etc., also contribute their views on separate issues, such as reevaluation of various working conditions and human resource systems, in order to realize an environment in which it is easier to work.

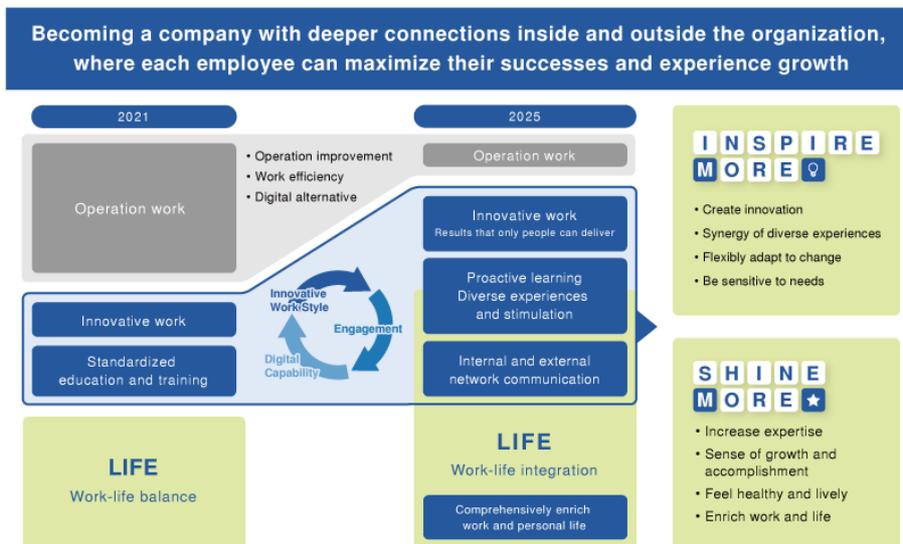


Society > Together with Employees

# Work-Style Innovation

## Aims of Work-Style Innovation

In fiscal 2022, the Mitsubishi Chemical Group (the MCG Group) established a work-style innovation group within the General Affairs Department, and is working to reform working styles group-wide. Through these reforms the Group hopes to (1) improve productivity, (2) improve communication, and (3) achieve the One Company structure, as well as improve the creativity, productivity, and effectiveness of our employees and organization, thus transforming into an organization where each employee can maximize their successes and experience growth.



## Initiatives to Promote Work-Style Innovation

As the MCG Group works as one to reform our way of working, MTPC is continuing to move forward with the initiatives to achieve true work-style innovation that has been implemented since fiscal 2021. These are intended to allow each employee to deal with the changes while deepening their independent learning, to constantly innovate, achieve a feeling of growth and attainment, and be healthy, lively, and meaningful individuals and organizations.

# Achievements Thus Far

## Evolution of Digital Capability

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We will support “time creation” for growth and creative work by strengthening our development of digital tools and supporting their use by individuals.

### Purpose of digital tool use

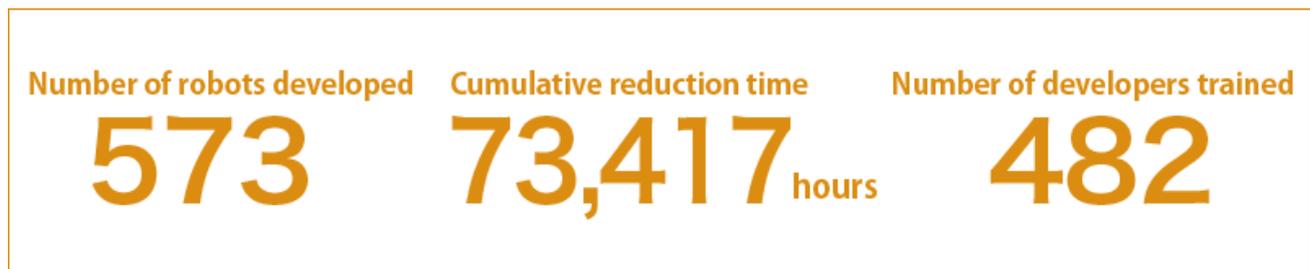
- Improvement of work efficiency
- High-quality communication that transcends place and time
- Evidence-based judgment
- Visualization, analysis, and improvement of workstyles

### Examples of the use of digital tools

We seek dramatic changes in workstyles through the further application of RPA\* that has been so far deployed. To that end, we will further explore operations that can be RPA-enabled, train more advanced RPA developers, and install RPA in each department.

Through these efforts, our goal is to create conditions where each employee is digitally savvy, actively uses it during the course of work and has the most productive workstyle.

### Current Group status of RPA (as of June 2023)



\* RPA (Robotic Process Automation) is a technology that automates work processes and tasks performed on a computer on behalf of humans.

## Achieving Innovative Workstyles

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We will support employees’ growth by renewing the “time” created utilizing digital technology and turning it into time for independent learning, internal and external communication, and innovative time to achieve a workstyle in which each employee can perform at their best.

### Specific initiatives

- Implementing a new “Hybrid Work\*” way of working, allowing each person to select workstyles that let them perform at their best
- Sharing examples of employees who have implemented true work-style innovations that offer tips for new ways of working with diversity
- Supporting reforms in workstyles that allow people to perform well (visual representation of workstyles)

\* Hybrid Work is a flexible way of working that combines working in an office with teleworking in a manner that suits both operational characteristics and the circumstances of the individual in order to achieve results as an organization.

## Our Hybrid Work 動画



Introducing videos on hybrid work on the company intranet



Using talentbook\* to offer examples of good work-style innovations within the company

\*An external cloud service through which employees active within the organization publicize their own stories and know-how, communicating the appeal of the company

## Deepening Engagement

We seek a state of high engagement wherein employees understand the Group's vision and work together to achieve it. To this end, we will create a "relationship" in which employees are healthy and motivated, and work with the company to contribute to growth.

We offer multifaceted values that make working in the Group appealing.

### Specific initiatives

- Promoting employee-led problem-solving projects
- Supporting voluntary community activities within the company
- Training to foster connections spanning organizations, age groups, and roles
- Implementing and assessing working styles aimed at constructing ideal working methods for each organization



Held Wai Gaya\* workshops to create new connections

\*A venue for comfortable dialog that encourages exchange and connections between employees regardless of the position or the nature of their work



# Occupational Health and Safety

## Occupational Health and Safety Management

Based on our [Code of Conduct](#) and [Environmental Safety Policy](#), to prevent occupational accidents in the workplace, and promote employee health and a comfortable work environment, the Group operates management systems in accordance with Guidelines on Occupational Safety and Health Management Systems (OSHMS) presented by the Ministry of Health, Labour and Welfare. Last year, Mitsubishi Tanabe Pharma Korea (Hyangnam Plant) commenced operations after acquiring the new international standard ISO45001.

Moreover, the Group conducts regular internal safety audits to verify that safety management, legal compliance, and activities to ensure safety are being conducted in a legal and appropriate manner. We are engaging in training and other safety education to encourage and improve awareness of safety at each office.

## Occupational Health and Safety Promotion System

At Group offices, we have established the Health and Safety Committee, which meets once a month, as a structure for ensuring employee safety and health and creating a comfortable work environment. The committee consists of general health and safety managers (office managers and plant managers), safety managers, health supervisors, occupational physicians, and members selected by the Company and labor union.



The committee reports on health and safety activities and discusses important policies for preventing occupational accidents and health disorders of employees, and health promotion. The matters reported and discussed by the committee are communicated to all employees through the health and safety meetings held by each division.

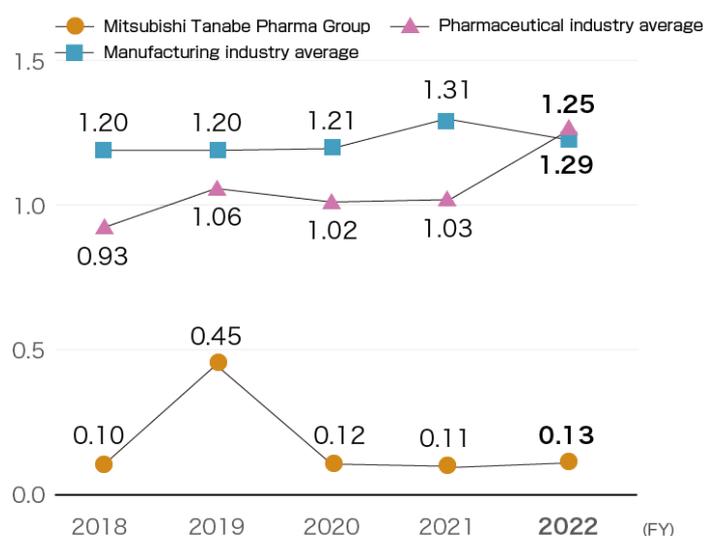
# Occupational Health and Safety Activities

Based on the policy stated in our Code of Conduct of prioritizing safety above all else, each office formulates health and safety objectives and implementation plans, and institutes health and safety activities (hazard recognition training, near-miss reviews, workplace inspections, safety education and training, etc.), along with periodic risk assessment to identify potential workplace risks and implement measures to alleviate them. Additionally, to prevent work-related accidents, it is important to maintain and strengthen environmental and safety management capabilities, and to enhance the awareness of each employee regarding risk, and we are endeavoring to enhance our on-site capabilities (the ability to solve problems spontaneously and autonomously).

As a result of setting a target of 0.23 or less for lost time rate in Japan in fiscal 2022, and engaging in a range of safety initiatives, we achieved a lost time rate of 0.13, although there was one lost time incident in Japan (there were two incidents overseas). Additionally, there was one lost time incident (due to a fall) at a subcontractor company situated in one of our business sites in Japan, and since accidents due to falling continue to occur, we are working to enhance awareness of safety, including of fall prevention, in both our own employees and at subcontracting companies.

In April 2022, the Mitsubishi Chemical Group (the MCG Group) inaugurated shared safety activities and is aiming for zero accidents and occupational injuries throughout the Group. In promoting remote work through our reform of workstyles, we are continuing to ensure the safety of our employees and manage their mental health, utilizing online capabilities and encouraging active communication with supervisors and colleagues. We also distribute the “Telework Workstyle Handbook,” a guide on maintaining health and safety in remote work situations.

Lost time injury frequency rate



\* Lost time injury frequency rate:

Number of casualties due to accidents that require time off from work up to one million actual working hours (excluding commuting injuries).

\* Calculation period:

For the Group, April to March the next year; for pharmaceutical industry averages and manufacturing industry averages, January to December.

\* Scope: All domestic Group offices

\* Total working hours:

For fiscal 2018, scope includes permanent employees, contract employees, and temporary employees. Excluding certain bases, for permanent employees and contract employees, calculated as actual work hours; for temporary employees dispatched by personnel agencies, calculated as work hours per day x number of business days x number of employees. For certain bases, calculated as work hours per day x number of business days x number of employees + overtime hours.

Since fiscal 2019, scope has included permanent employees, contract employees (including some part-time employees), and temporary employees. For permanent employees and contract employees calculated as actual work hours; for temporary employees calculated as work hours per day x number of business days x number of employees.

## Safety education and training

Remote or in-person training taking infection control measures into account

- Legal/worker compliance obligation training
- Health and safety training
- Hazard recognition training
- Risk assessment training
- Static electricity training workshop

## Shared safety activities in the MCG Group

- Safety conference (July)
- Safety lecture (July)
- President's Safety Award (December)
- Basic Safety Actions Poster creation (March)



## Telework Workstyle Handbook

|  |      |  |
|--|------|--|
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|  |      |  |

Telework Workstyle Handbook: The handbook was created to ensure the safety of employees and maintain their physical and mental health even while performing remote work.

## Chemical Substance Safety Management

As a company that handles many substances, including pharmaceuticals, the Group has established internal regulations related to chemical substances including its Chemical Substance Handling Guidelines, which sets forth the proper handling of those substances.

Accordingly, potential risks are now evaluated in advance (risk evaluation of chemical substances) from the perspectives of both “dangerous and hazardous” and “exposure of people and the environment.” We are taking steps to prevent accidents and disasters related to chemical substances by systematically implementing risk management and mitigation measures from the acquisition of chemical substances to their storage, transport, use and disposal. The Chemical Substances Handling Guidelines also specify measures to prevent or mitigate environmental pollution, accidents, damage to health, fire and explosions caused by hazardous materials. All employees at all offices continue to spread and establish these as guidelines in their ongoing safety, health, and disaster prevention efforts.

Furthermore, we will comply with laws and regulations, and strive to ensure the proper management of chemical substances by conducting education and training on them as well as safety audits.

Additionally, the Group shares information regarding the management of new chemical substances in accordance with April 2023 revisions to the Industrial Safety and Health Act and acts appropriately with regard to laws and regulations. We work to ensure the safety of those who work with chemical substances not subject to legal control, providing safety information using Safety Data Sheets.

# Safety and Accident Prevention

The Group is working to prevent safety-related accidents at each office. After extracting and identifying risks, prioritizing them, and examining measures for their removal or reduction, they are reflected in the capital investment plan for the next fiscal year to improve unsafe facilities and equipment.

Additionally, we use safety assessments and horizontal application of near-miss reviews to implement safety measures required in dangerous locations and to prevent accidents and disasters before they occur.

## Employee Health Management

### Health and Productivity Management Initiatives

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In April 2016, the Group established the MTPC\* Group Health Policy. We effectively and appropriately promote activities concerning employee health in accordance with this policy.

With the goal of creating a working environment in which a diverse range of people can work actively and energetically in good physical and mental health, we are working to support both health support measures and time management activities in order to promote health and productivity management.

From fiscal 2022 onwards, we are strengthening our platform of health management, centered on the following four aspects.

- Preventative measures against lifestyle-related diseases
- Preventative measures against mental health issues
- Preventative measures against infectious diseases
- Support for women's health

With regard to time management activities, we are working to comply with laws and regulations (ensuring that employees take five days of paid leave, and complying with article 36 of the Labor Standards Act), and to prevent overwork.

\* Abbreviation of Mitsubishi Tanabe Pharma Corporation

#### MTPC Group Health Policy

1. We will strive to maintain our own health so that we can contribute to the health of people around the world.
2. We will leverage our own capabilities and advance the establishment of an environment in which we can work energetically.

# Employee health management

## Chief Health Officer

Officer in charge of human resources

## Chief Health Operating Officer

Vice President, Head of human resources department

## Labor Health Management Supervisor

Divisions / Affiliated companies

→ Managers in the human resources department

Aside from the above

→ Manager of the Human resources group, Human resources department

## Health Management Manager

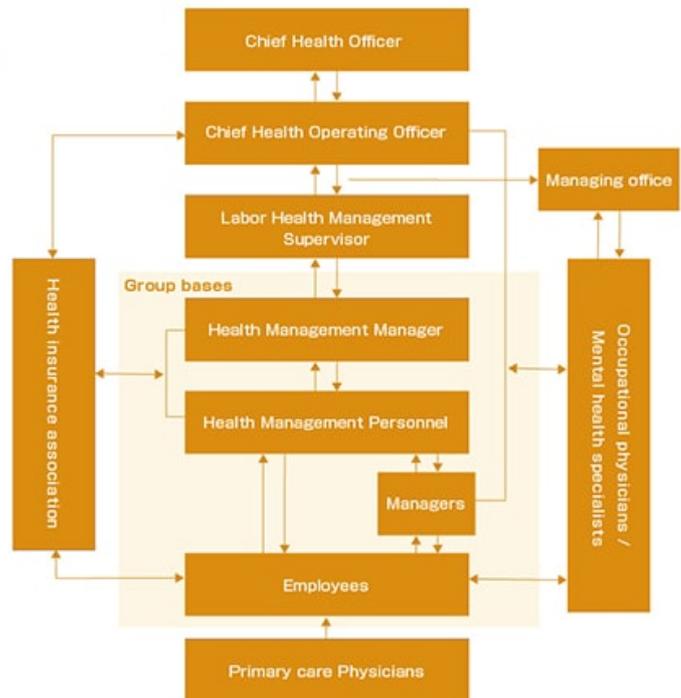
In some cases, the manager of the department that controls health management or the Labor Health Management Supervisor in each bases' organization may serve concurrently as the Health Management Manager

## Health Management Personnel

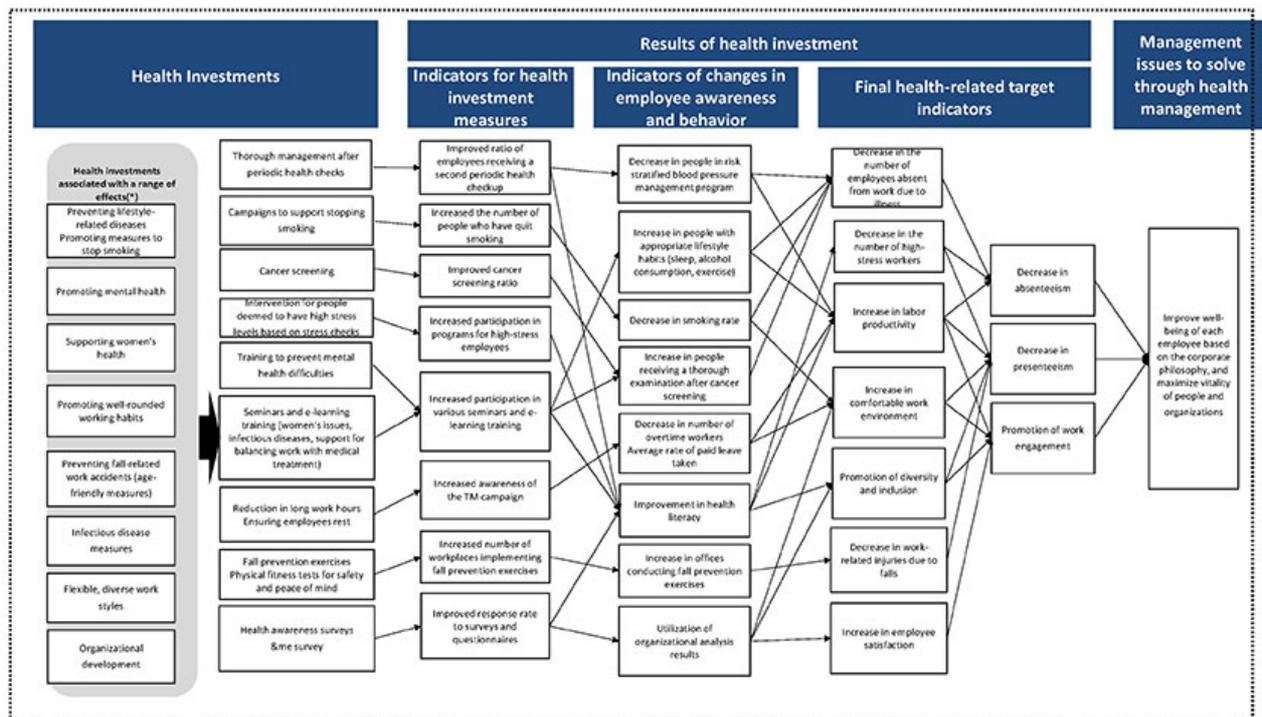
Nursing staff or healthcare support staff at each base

## Managing office

Human resources department



## Strategy map



> Strategy Map [PDF : 150KB]

## Fiscal 2022 results

> Fiscal 2022 results for health and productivity management initiatives [PDF : 130KB]

We have established indicators for evaluation of the implementation of health and productivity management initiatives and summarize them as results for each fiscal year. We endeavor to achieve a 100% examination (participation) rate with regard to periodic health checks, in-depth examinations, and e-learning targeting all employees. Our goal is to improve on the prevalence of findings for all other areas, and to improve on findings over the previous year. Our target for cancer screening rate is 75%, set by the health insurance association.

## Social recognition

In fiscal 2022, we were certified by the Ministry of Economy, Trade and Industry's "Outstanding Enterprise in Health and Productivity Management – White 500" (large enterprise category) for the seventh consecutive year. The Group exceeded the industry average for all evaluation items, particularly in the "Organizational Structure (Adoption by Employees)" field, where we received the highest rating both in our industry and across the board in all industries.

We will promote the development of "healthy people and organizations" through health measures, and "globally competitive people and organizations" through human resource revitalization measures. In addition, we are working to maintain and promote the health of our employees, and based on this, will improve employees' vitality and performance, invigorating the organization and promoting business growth.

For the fourth consecutive year, Mitsubishi Tanabe Pharma has been certified as a "Sports Yell Company" (Japan Sports Agency), which recognizes companies that support and promote the sporting activities of their employees.

Every year, in cooperation with the health insurance association, we have held a walking campaign that utilizes wearable devices, and encourages employees to maintain their health. Additionally, from fiscal 2020 onwards we have continued with multifaceted efforts to address physical issues stemming from reduced physical activity during the COVID-19 pandemic, such as installing apps to improve back pain and stiff shoulders, distributing stretching videos, and offering discounts that families can also use at sports gyms.

We were selected under the Action Plan for the Promotion of Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, for recognition and commendation as a "Cancer Control Promotion Excellent Company" for the third consecutive year in recognition of our cancer prevention efforts on behalf of our employees.

We are improving measures to combat cancer for our employees, such as subsidizing fees for comprehensive medical checkups through the health assurance association, encouraging employees to undergo cancer screening by switching to regular health checkups, and introducing systems to support a balance between work and medical treatment. From fiscal 2021, we introduced preventative e-learning for all employees, with a participation rate of 92.7% in fiscal 2021, and 96.2% in fiscal 2022.



# Achieving a Work-Life Balance for Employees

To maintain the mental and physical health of our employees and live a fulfilling life with a good work-life balance, the Company views the prevention of excessively long work hours and the taking of sufficient paid time off as important issues for the realization of health and productivity management.

The health of employees is an important asset for the company, and even in an era of changing workstyles, we believe that having each employee live a healthy life full of vitality every day helps bring about new ideas, higher motivation, and greater engagement. Therefore, based on the progress of the TM Campaign in fiscal 2022, we will implement it throughout the domestic Group in fiscal 2023, focusing on prevention of excessive working hours and ensuring that people take paid leave.

## Fiscal 2023 TM\* Campaign - 2 TMs-

\* MTPC's domestic Group, including management supervisors

In fiscal 2023, we will roll out each initiative with the final goal of reducing total annual working hours per person from those of fiscal 2022 by achieving the "2 TMs."

### (1) Reduce overtime work (Time Management)

We seek to reduce the number of workers performing overtime work of more than 360 hours a year in comparison to the previous year by prohibiting, in principle, working and the sending of e-mails at night, early in the morning and on holidays, and by setting a fixed time and day once a week for every employee to leave work (Friday is recommended). In particular, we will follow up individually with those who put in long working hours and check overtime working conditions with labor and management at each base.

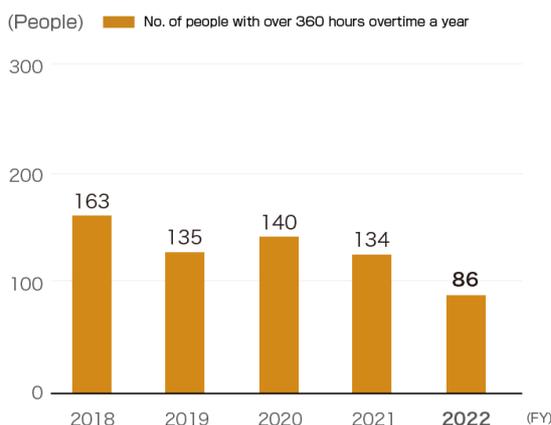
### (2) Ensure proper rest (Time Making)

In order to promote the taking of paid time off of 70% (15 days) or more, we will establish annual paid time off taken simultaneously by all employees (two days a year), set aside days to encourage the taking of paid time off (five days a year), and individually follow-up with employees who have not taken paid time off. Taking the balance with flexible workstyles into account we will not set targets for work-shift intervals, but from the standpoint of maintaining the health of our employees, we will continue to promote awareness of our systems and follow up with those who do not use them.

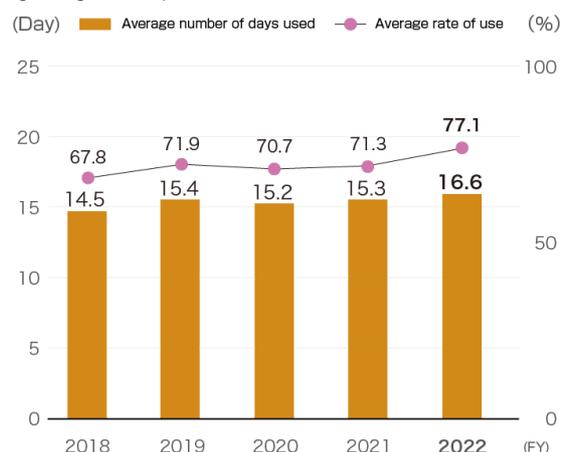
## Fiscal 2022 TM Campaign results

The number of employees working long hours (overtime in excess of 360 hours per year), including managers and supervisors, was down 35.8% year-on-year, significantly exceeding our target for a 4% year-on-year reduction in fiscal 2022. Additionally, we achieved our targets for utilization of paid leave: 77.1% against a target of 70% or higher, non-achievement of work-shift interval: 1.1% against a target of 2% or less, therefore achieving our ultimate goal of reducing total working hours per employee.

No. of people with over 360 hours overtime a year



Average usage rate of paid time off



## Preventative Measures against Lifestyle-Related Diseases

We are prioritizing measures to counter high blood pressure and support people in their efforts to stop smoking as part of our endeavors to prevent lifestyle-related illnesses. As a measure against high blood pressure, we have run a risk-group specific blood pressure management program since fiscal 2017. This program is intended to encourage improvements to lifestyles, first stratifying the risk of developing brain or cardiovascular disorders over the next ten years based on medical histories and medical examinations, and then dividing sectors targeted for support into three categories (high-, medium-, and low-risk), and checking control status based on blood pressure. Participants are surveyed to assess their current treatment status, interviews with industrial physicians conducted as needed, and dietary seminars held to manage blood pressure. In fiscal 2022, blood pressure risk was observed to improve in 62.3% of high-risk people who participated in the fiscal 2021 program, 46.2% of medium-risk people, and 55.5% of low-risk people. Additionally, in fiscal 2022, 60.7% of high-risk people participated in dietary seminars aimed at managing blood pressure, while a survey of treatment status confirmed that 67.8% of high-risk people were continuing with treatment.

Starting in fiscal 2017, we have promoted a three-year program to help people stop smoking, and our working rules state clearly that smoking is prohibited on company premises at all times. From fiscal 2020, the Company, health insurance association, and labor union have worked as one to create a framework to encourage people to stop smoking and are aiming to reduce the smoking rate to 5% of employees. In fiscal 2022, the Company and the health insurance association worked together in a collaborative health initiative, conducting a survey to identify smokers who are considering giving up smoking, holding a “Start now!” campaign to encourage people to take up the challenge of quitting with the assistance of their supporters. Moreover, each business site also holds its own events to help people stop smoking, offering caring, nuanced support that only a local site can provide. As a result of these initiatives, the smoking rate was 8.4% as of the end of fiscal 2022. Looking to fiscal 2023 and beyond, we will aim to achieve a smoking rate of 5%, and will leverage the strengths of each organization as we work together to help people give up smoking.

In fiscal 2022, in celebration of the 15th anniversary of the Mitsubishi Tanabe Pharma, the Company and the health insurance association held a joint “Charity Walk” event. People participate in a walking campaign held every year by the health insurance association, improving their health through walking. Since the Company donates to social contribution organizations based on the number of steps taken by participants, this initiative combines health with social contribution. As many as 1,037 people participated, with the amount donated to four social contribution organizations totaling 755,502 yen.

Smoking rate





The “Quit Smoking Derby” presentation was held at the Onoda Office. All participants who attempted to quit were given a message board, and those who successfully gave up smoking received a trophy and medal from the factory manager.

## Preventative Measures against Mental Health Issues

The Group has conducted stress checks once a year since 2010. The percentage of employees undergoing stress checks increases every year, reaching 98.7% in fiscal 2022. In stress checks, organizational analyses are conducted to improve work environments, and the issues identified are provided as feedback to human resources managers at each department and affiliate in Japan, enhancing initiatives at each workplace through the exchange of opinions. Moreover, as a result of these stress checks, we have introduced a program that addresses stress in terms of relieving pain for those people designated as having high levels of stress who suffer from sore shoulders, back pain, or headaches. Program participants have been able to alleviate their pain and improve stress levels.

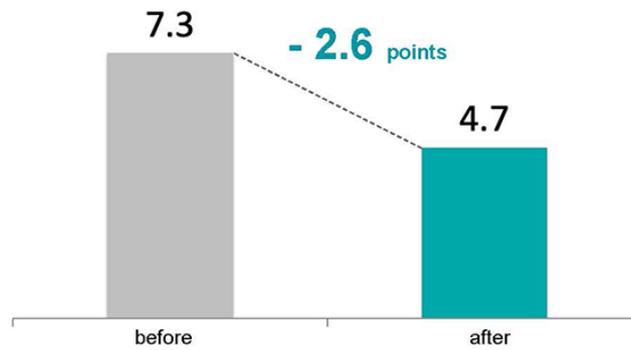
We are implementing e-learning-based training for all employees to promote self-care. Themes addressed are chosen to be topical at the time, such as anger management and mental health while working remotely, and the training has maintained a 90% participation rate. In fiscal 2022, we conducted e-learning training on mental toughness (how to get the most out of your own abilities), which had a participation rate of 97.7%. In addition, self-care training on mental health is conducted every year as part of new employee training.

As Line Care, newly appointed managers undergo e-learning-based training on dealing with the mental health of their subordinates. Additionally, we have created and distributed a mental health guidebook that covers our internal operations, detailing how to respond when someone in the workplace suffers from mental health issues. We also distribute an “Absence from Work Guide” to employees taking a leave of absence due to mental difficulties, which explains the procedures necessary to take a leave of absence, how time should be spent during such an absence from work, and preparations for returning to the workplace, providing support for a trouble-free return.

\* Line Care is care provided by managers and supervisors, which includes monitoring and improving the daily work environment and counseling of their staffs.

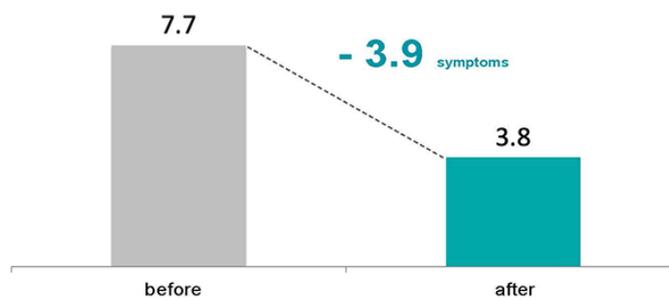
### - Change in risk score for depression.

A significant improvement of -2.6 points was observed in the K6 total score.



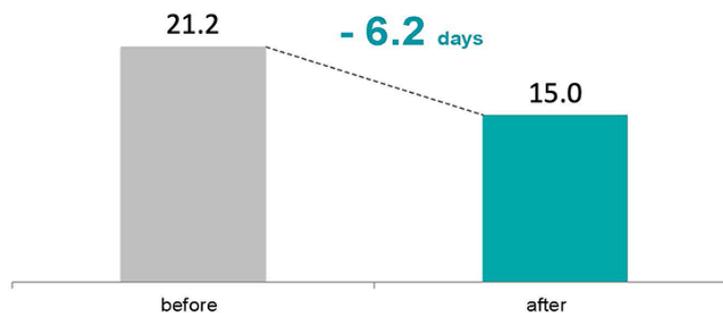
### - Changes in the number of subjective symptoms.

High-stress states can cause many symptoms. After using our services, approximately four symptom complaints improved.

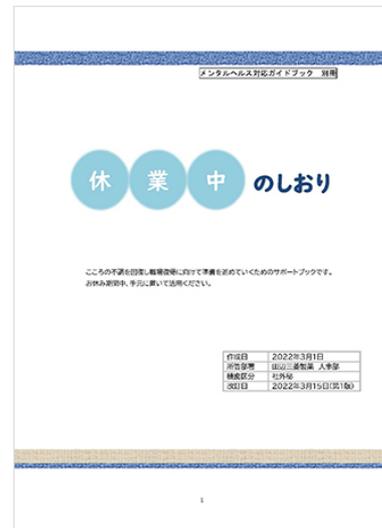
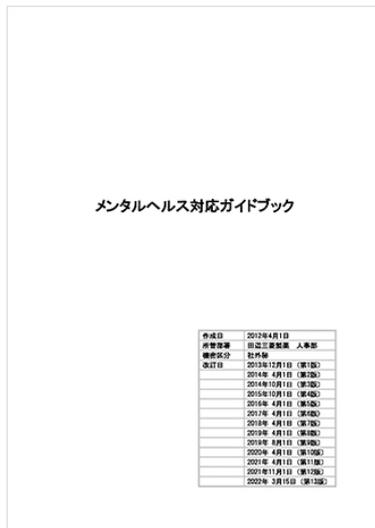


### - Change of symptomatic days for 30 days.

Symptom days tend to be chronically longer when at risk for depression, but after using our services the number of symptomatic days decreased by about 6 days.



Source: BackTech Inc.



## Preventative Measures against Infectious Diseases

Because many sales personnel at the Group enter medical facilities frequently, we are working to improve measures to counter infectious diseases. In fiscal 2022, the four core activities were (1) measures against COVID-19, (2) promotion of additional measures against rubella, (3) promotion of vaccination against influenza, and (4) enhanced literacy with regard to infectious diseases.

### (1) Measures against COVID-19

Measures taken to counter COVID-19 infection include restrictions on workplace attendance, distribution of masks, installation of partitions and thermometers, and creating environments suitable for remote working. From fiscal 2021, onwards we have been encouraging people to obtain COVID-19 vaccinations by offering vaccinations in areas where we have large facilities. Even after COVID-19 was redesignated for a Type-5 infection under Japan's Infectious Disease Control Law, we are continuing to distribute information on the five basic ways to prevent infection in-house and are encouraging people to look after their own health.

### (2) Promotion of additional measures against rubella

Since fiscal 2019, we have been actively moving ahead with in-house initiatives regarding the additional measures against rubella recommended by the Japanese government. We are encouraging those people eligible for fifth-phase vaccinations to have a rubella antibody test and provided opportunities for onsite testing in offices at large-scale facilities in fiscal 2019 and 2020. The response rate to these additional measures (antibody testing and vaccination) for eligible personnel was 65.1% according to a fiscal 2021 survey, and 77.8% in a survey conducted in fiscal 2022.

### (3) Promotion of vaccination against influenza

We conduct group vaccinations against influenza at our offices every year to prevent the spread of infection within the company. The cost of vaccination is subsidized by the health insurance association, and we achieved a 65.6% vaccination rate in fiscal 2022.

### (4) Enhanced literacy with regard to infectious diseases

Since fiscal 2020, we have been implementing e-learning on infectious diseases for all employees to allow them to acquire correct knowledge of how to prevent infection and work with confidence and peace of mind. The participation rate in fiscal 2020 was 97.4%, 96.7% in fiscal 2021, and 96.1% in fiscal 2022. 93% of people who participated in e-learning in fiscal 2022 responded that they were able to put what they had learned to use and implement measures against infection.

## Support for Women's Health

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To encourage women to take on more active roles, we conducted a survey of all employees on women's health issues in fiscal 2021. The results of this survey showed that the Group has issues with a lack of understanding of the effect that women's health issues have on work productivity, and of the fact that symptoms and illnesses associated with pregnancy and giving birth are factors in women giving up their careers, taking leaves of absence, and retiring. In fiscal 2022 we held an online seminar for all employees, inviting an obstetrician/gynecologist to lecture on the need to support women's health. Furthermore, in the second half of the fiscal year we held a seminar in support of women's health that focused on menopausal disorders. There was a total of 654 participants in seminars held in both the first and second half of the fiscal year, including those who viewed them on-demand. Participants rated their level of satisfaction as 4.0 points out of a possible 5.0 for the first-half seminar, and 4.2 out of 5.0 for the second half.

## Collaborative Health

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The Group is promoting collaborative health efforts with the health insurance association, and the two are working together on initiatives intended to encourage participation in a variety of healthcare programs, including a three-pronged approach to quitting smoking, and improving participation in cancer screening and special health instruction.

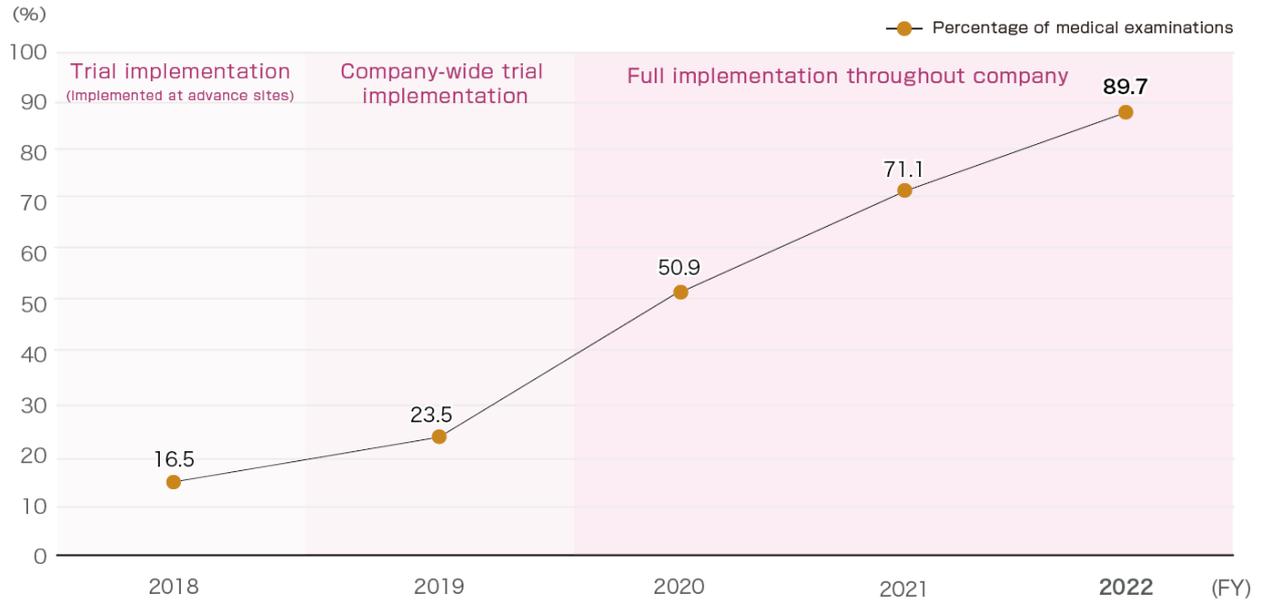
- **Initiatives aimed at improving participation in cancer screening**

Since fiscal 2018, we have been encouraging employees aged 35 and over to have physical examinations instead of periodic health checkups. We hope that substituting the results of physical examinations for those of periodic health checks will increase the rate of participation in cancer screening, and in fact, uptake of screening for the five major forms of cancer is increasing yearly. Since fiscal 2021, e-learning training on cancer prevention has been provided to all employees in conjunction with the application period for physical examinations, with participation rates of 92.7% in fiscal 2021 and 96.2% in fiscal 2022.

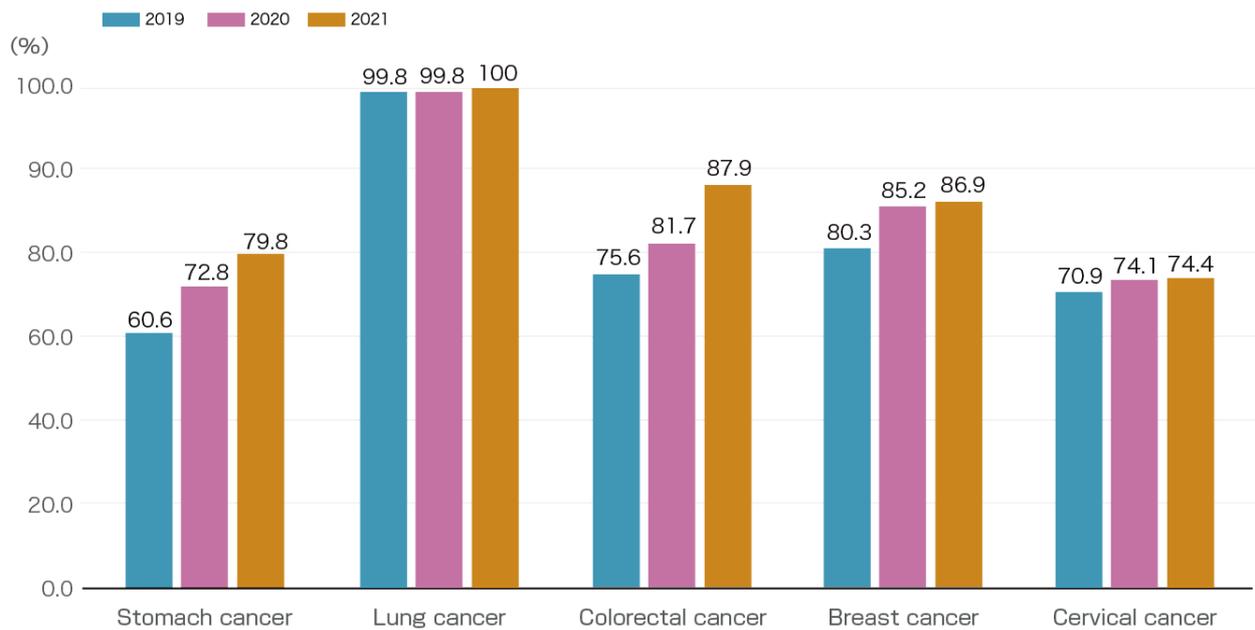
- **Healthcare initiatives conducted by the health insurance association (Walking Campaign, dental examinations)**

The health insurance association has implemented a range of healthcare initiatives for insured people. They hold a walking campaign every year that publishes the number of steps walked each day by participants on the campaign website by linking the health insurance association portal site to wearable devices supplied by the Company. Points are awarded to reflect the number of steps walked during the campaign, and participants can exchange the points they collect for products they want. In fiscal 2022, the campaign had a 32% participation rate. In addition, group dental checkups are offered to those who want them at offices once a year, in an initiative intended to improve oral hygiene. The health insurance association provides subsidies for recipients.

Trends in percentage of employees receiving physical checkups (in place of periodic health checks)



Cancer screening participation rate recommended by the government



## Introduction of In-House Massage

We have opened a massage room at headquarters as part of our health and productivity management initiative and employment of people with disabilities. Visually impaired employees who are government licensed Shiatsu massage professionals can perform treatment. This initiative has been very well received, with some employees saying that they feel invigorated after a massage and are able to concentrate on their work. Others say that they think this is an excellent initiative as a company welfare program. Utilization of the massage room remains very high, at 99.8% for the first half of the year, and 99.2% for the second half. Additionally, a survey of users showed a high level of satisfaction with the skills of the massage person, with 69% stating that it was “Very good,” and 31% stating it was “good.”

Due to the increased number of people working remotely, we regularly distribute video lectures on stretching and use of pressure points that employees can use for self-care.



Massage room treatment

田辺バルムサービス株式会社

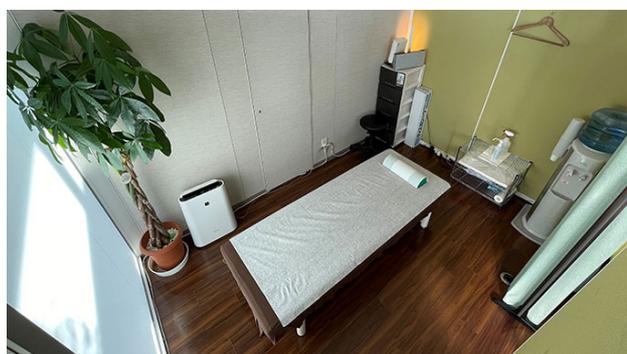
### 第3回 頸肩こり ～ストレッチとツボを活用して～

■本日の進行■

- ☞ごあいさつ
- ☞今回のテーマ紹介・筋肉について
- ☞僧帽筋のストレッチ
- ☞板状筋のストレッチ
- ☞ツボのご紹介
- ☞質疑応答

※約20分間の配信を予定しております

15時00分より配信を開始しますのでしばらくお待ちください。



Massage room

## Employee Survey

Since fiscal 2011, the Mitsubishi Tanabe Pharma Group has implemented employee surveys at domestic Group companies to provide a comprehensive understanding of employee attitudes toward their jobs and of the Company’s workplace environments in order to improve management initiatives. From fiscal 2019 we expanded the scope of these initiatives to include overseas Group companies.

As a result of efforts in fiscal 2022, we have on the whole maintained a good work environment and employee vitality. Based on some of the issues that have been found to increase engagement, we are promoting dialog between management and employees, as well as initiatives at each division. We plan to conduct the next survey in fiscal 2023.



# Promotion of CSR Procurement

To fulfill our corporate social responsibilities throughout the entire supply chain, including our suppliers, we are conducting a range of initiatives while formulating action principles for procurement departments, as described below.

## Action Principles

In accordance with the Mitsubishi Chemical Group (the MCG Group) Charter of Corporate Behavior, we are working to contribute to the realization of KAITEKI.

Employees involved in procurement operations are working to implement CSR procurement in accordance with various rules and internal regulations, such as [the Procurement Policy](#) established by the Group based on this concept, (Groupwide in scope) and the Procurement Compliance Code of Conduct (for all domestic affiliates).

### Procurement Policy

1. Fair and equitable selection of suppliers
2. Open opportunity for transactions
3. Establishment of relationships of trust
4. Compliance with laws and regulations, as well as social norms
5. Moderate action

## Selecting and Reevaluating Suppliers

In selecting and reevaluating suppliers, we confirm that they do not have any relationship with anti-social forces. In addition, suppliers involved in the manufacturing of pharmaceuticals are evaluated focusing on the following five criteria based on our supplier selection standards. The Company is also responsible for the procurement functions of its domestic Group companies and selects and reevaluates suppliers based on the same standards for raw materials procured by subsidiaries.

To ensure and maintain business continuity, even in an emergency, we request in advance that our major suppliers (determined based on annual transaction value, inability to find alternative supply, and other factors) keep a certain quantity of pharmaceutical raw materials on hand for continuous supply.

### Evaluation Points

- Quality assurance level
- Technical capabilities
- Continuity and stability of supply
- Price and business conditions
- Corporate attitude (CSR initiatives include compliance with laws and regulations, environmental protection, working environment, and respect for human rights)

# Establishing a Sustainable Supply Chain

To build and strengthen a sustainable supply chain, we are sharing Mitsubishi Chemical Group Corporation (MCG) “[Developing Cooperative Business Practices with Suppliers and Business Partners \(Guidebook\)](#) [PDF: 452KB] □” with our business partners. Also, in line with the purpose of this guidebook, we have conducted a survey to check the status of CSR initiatives such as ensuring environmental conservation, respect for human rights, and occupational safety and health. In fiscal 2019, 50 companies responded. The total value of transactions with these 50 companies accounts for 99% of our total direct material purchases. We are encouraging improvement by feeding back the aggregate results of responses to each question to our business partners and confirming their relative CSR levels. We will continue to conduct this survey in order to get business partners to confirm the items they should prioritize and effectively promote their CSR activities.

## Survey Flow

1. Each supplier responds to the survey  
(Self-assessed at three grades (1 to 3 points) for each item)
2. We calculate the average score for each item
3. We feedback the score to each company

## Announcement of the “Declaration of Partnership Building”

In October 2021, the Company endorsed the goals of the Council on Promoting Partnership Building for Cultivating the Future that are promoted by the Cabinet Office and the Small and Medium Enterprise Agency, and published our “Declaration of Partnership Building.”

The Declaration of Partnership Building states that a company will promote cooperation and coexistence with supply chain partners and value-creating businesses, thus building new partnerships and is made in the name of a company representative.



[Publication of Declaration of Partnership Building \(October 22, 2021\) \(Japanese language only\)](#) 

## Training on Laws and Regulations

The Company's procurement departments regularly conduct training on the laws and regulations related to procurement. In this way, we have worked to ensure rigorous compliance awareness.

### Applicable main laws and regulations

- Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices (Pharmaceuticals and Medical Devices Act)
- Act on the Evaluation of Chemical Substances and Regulation of Their Manufacture, etc. (Chemical Substance Control Law)
- Industrial Safety and Health Act
- Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors (Subcontracting Act)
- Foreign Exchange and Foreign Trade Act (Foreign Exchange Act)
- Other laws and regulations concerning import and export

## Consideration for Human Rights

We have established procurement rules in line with our procurement policy that stipulate that we conduct our procurement activities by giving full consideration for human rights. We share the MCG's "Developing Cooperative Business Practices with Suppliers and Business Partners (Guidebook)" with business partners and conduct a survey to check the status of their efforts to respect human rights.



# Corporate Citizenship Policy

## Corporate Citizenship Policy

Mitsubishi Tanabe Pharma Group aims to contribute to society through its business, and as a good corporate citizen, we will also work to achieve harmonious co-existence with communities and to contribute to their development.

In accordance with the Mitsubishi Tanabe Pharma Group Corporate Citizenship Policy, Group employees will share the same future direction, and the Group will actively implement corporate citizenship activities in regions around the world.

### The Mitsubishi Tanabe Pharma Group Corporate Citizenship Policy

**We at the Mitsubishi Tanabe Pharma Group (hereinafter the “Group”) conduct business with due respect and consideration afforded to the cultural practices and customs that prevail in the countries and regions where we operate. We engage in corporate citizenship activities with a view to realizing a sustainable society in which people from all age groups and walks of life can lead active lives through their physical and mental fulfillment as well as active involvement in social activities.**

### 1. Basic principles

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1. We will pursue corporate citizenship activities in accordance with local circumstances and social norms mainly in the countries and regions where we conduct business.
2. We will make effective use of the Group’s resources and its knowledge as a research-driven pharmaceutical company.
3. We will seek collaboration with relevant bodies such as public interest corporations, NPOs, NGOs, local communities, and seek to earn their trust.
4. We will establish a work environment where employees are encouraged to become involved in volunteer activities.
5. We will strive to enhance the Group’s social value by supporting harmonious coexistence with society.

### 2. Activity areas

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The Group will pursue its corporate citizenship activities primarily in the following four areas.

1. Contributions to medical care and welfare
2. Development of science and technology
3. Conservation of and contributions to the environment
4. Promotion of local communities

In addition to the above areas, we will also work on specific initiatives as the need arises, including the provision of humanitarian support and the fostering of the next generation.

### **3. Promotion system**

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We will develop and implement an internal system and rules for promoting corporate citizenship activities and strive to increase awareness of such activities among employees.



Society &gt; Together with the Local Community

## Contributions to Medical Care and Welfare

As a life sciences company, in addition to our business activities, the Mitsubishi Tanabe Pharma Group is engaged in a wide range of medical and welfare-related initiatives that seek to achieve a vigorous life for patients, their families, and others.

### Mitsubishi Tanabe Pharma Medical Educational Subsidy

The Company subsidizes medical training that is independently planned and operated by medical societies and associations, to help improve the quality of medical care offered in Japan through better literacy in patients and healthcare professionals, and in 2021 the Mitsubishi Tanabe Pharma Medical Educational Subsidy was established. In addition to the educational activities sought in the renal field in fiscal 2021<sup>\*1</sup>, in fiscal 2022, we provided grants for education in the central nervous system field<sup>\*2</sup>, with a total of 7 million yen of assistance for three projects, and a total of 11 million yen for four projects in the renal field.

\*1 Themes for submission in the renal field: CKD (Chronic Kidney Disease) initiatives to prevent aggravation

\*2 Themes for submission in the central nervous system field: Initiatives to raise awareness of neurological intractable diseases and improve the healthcare delivery system

For further information about the supported projects and eligible organizations please refer to the Mitsubishi Tanabe Pharma Medical Educational Subsidy website. ( [https://www.mt-pharma.co.jp/sustainability/educational\\_subsidy.html](https://www.mt-pharma.co.jp/sustainability/educational_subsidy.html) ) (Japanese language only).

# Support for Patients with Intractable Diseases and Their Families

## The Mitsubishi Tanabe Pharma Tenohira Partner Program

The Company believes in the importance of developing new drugs for intractable diseases and providing support for patients with diseases and their families. Accordingly, in 2012, we established the Mitsubishi Tanabe Pharma Tenohira Partner Program. This program provides aid for the activities of organizations and support groups for patients with intractable diseases. These organizations work to improve patients' medical treatment, education, and career prospects and to enhance their quality of life. In fiscal 2022, we provided assistance to 16 organizations.



Meeting to report on support operations (held online)

Additionally, in October every year we receive a report from each organization we provided assistance to in the previous fiscal year, detailing their activities, and take the opportunity for the exchange of opinions and other information. For the past several years this has been conducted online due to the COVID-19 pandemic, but in fiscal 2022, we divided this into two days, October 25 and October 31, at which 12 groups of organizations attended to offer reports and exchange opinions.

For details about grant recipients and other information, please see the page "[Support activities for patient groups with intractable diseases.](#)" (Japanese language only)

## Job-Seeking Seminars for Patients with Inflammatory Bowel Disease (IBD)\* — Tips for Working with IBD

Patients with IBD must live for the rest of the lives with an illness that will cause them to routinely experience digestive system difficulties such as abdominal pain and diarrhea that may improve or worsen with treatment, and which may require long-term hospitalization for surgery, and it is said that many experience difficulty in balancing work with their illness. Since fiscal 2021, we worked with GoodTe Inc., to hold online job-seeking seminars for IBD patients. At these seminars, patients gain hints on how to work with IBD through panel discussions with others with experience doing so, and through interaction with other IBD patients.



In fiscal 2022, these seminars were held three times, with a different theme on each occasion. We hope that these seminars help to address the worries and concerns that IBD patients have with regard to work.

\* Inflammatory bowel disease (IBD) is an ailment causing inflammation of the mucous membranes of the digestive tract, and the intestines in particular. Ulcerative colitis and Crohn's disease are collectively referred to as IBD.

## Achievements in fiscal 2022

July 2022 “Tips for working with IBD — Job seekers”

November 2022 “Tips for working with IBD — New ways of working and living”

March 2022 “Tips for working with IBD — New ways of working and living Part 2”

We also offer information on a website for IBD patients, which can be viewed here.

### Health support websites:

- > “Shittoku Café” Crohn’s disease website <https://www.remicare.jp/cd/> (Japanese language only)
- > “Shittoku Café” Ulcerative colitis website <https://www.remicare.jp/uc/> (Japanese language only)

### “World IBD Day” Web-based public lecture held on May 19

To facilitate understanding of IBD, May 19 of every year has been designated “World IBD Day,” in an effort to bring together the estimated 5 to 10 million people around the world who suffer from Crohn’s disease or ulcerative so that they can encourage other, and to promote the correct understanding of these intractable ailments. In fiscal 2022, these efforts were themed on balancing work and medical treatment, with two patients sharing their experiences, and appearances from doctors and businesspeople who offer their support to patients, creating an opportunity to learn about working styles.

( <https://www.mt-pharma.co.jp/news/2023/info230425.html> ) (Japanese language only)

## Mitsubishi Tanabe Pharma Presents ALS Action Day

The Mitsubishi Tanabe Pharma Group sponsored an event to promote awareness of ALS, held by the Yamaguchi Prefecture-based Renofa Yamaguchi FC J-League team at the July 10 match between Renofa Yamaguchi FC and Albirex Niigata. 35 employees from the Onoda office (among others) participated as volunteers at the event.

At the ALS Action Day, the families of four ALS patients were invited to the stadium to watch the game, while one patient who was unable to attend in person participated in a stadium tour remotely using the “OriHime” avatar robot, supported by employees from the Group who were attending as volunteers.

Before the match, we provided approximately 400 servings of baked goods prepared by students enrolled in the cooking course at Nakamura Girls’ High School from recipes for easy-to-swallow food included in “ALS World Trip Restaurant” available on “ALS Station” website ( <https://als-station.jp>  ) using locally-sourced ingredients. These goods were available at the ALS Awareness booth outside the venue. We also held an event at which ALS patients were able to try a device that allowed them to enter letters with their eyes to communicate their thoughts; at this event, they used these devices to send messages of support to ALS patients and J-League players. The baked goods made by the students of Nakamura Girls’ High School raised 46,972 yen in donations, with all proceeds given to the ALS Association of Japan.

### Comments from employees who volunteered

- There were many more visitors to the booth than I had anticipated. This was a wonderful opportunity for people to gain awareness of ALS.
- I was able to talk with people from departments I had never interacted with before. I enjoyed being a volunteer and felt like I was part of a team.

There were also charity goods from WITH ALS on sale, and an exchange event between Mr. Masatane Muto, Director of WITH ALS and himself a sufferer of ALS. At half-time, Mr. Muto gave a DJ performance using eye-tracking, and the corporate character “Tanamin” livened up the show.



Charity baked goods provided by high school students



Visitors try eye-tracking input devices



The DJ Performance from Mr. Muto of WITH ALS

This event proved to be the kind of initiative that is crucial to a supportive society, with our volunteers, Renofa Yamaguchi, the Japan ALS Association, Nakamura Girls' High School, and other regional and cross-industry organizations bringing their respective expertise and knowledge to bear in working towards a single goal. Going forward, in addition to our business activities, we will proactively engage in activities in which employees participate in cooperation with local communities as they endeavor to solve a range of social issues, including efforts to promote disease awareness in support of patients and their families.

## Support for Patients with Rare Diseases and Their Families (US)

Mitsubishi Tanabe Pharma America (MTPA) has been supporting patients and their families to fight intractable diseases through various initiatives.

### Sponsorship and participation in charity and walking events

Mitsubishi Tanabe Pharma America (MTPA) co-sponsors and participates in various charity and walking events to raise awareness and recognition of amyotrophic lateral sclerosis (ALS).

In fiscal 2022, we co-sponsored and participated in 25 fundraising events. These events raise awareness and recognition of ALS and serve to bring ALS patients together to fight against the disease. They also offer opportunities for patients, families, and caregivers to learn about ALS. Through these sponsorships, we support regional and national programs and services such as fundraising events for ALS research, patient education, transportation to and from hospital, respite care\*, and support activities at the state and national level.

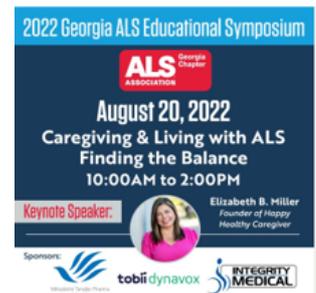
\* Respite care refers to care that allows caregivers to temporarily take time out from their duties for rest and recuperation.



Participating in Walk to Defeat ALS

### Support for educational activities

MTPA supports 37 educational activities and ongoing efforts that provide educational tools to patients with ALS and Parkinson's disease, and those with the rare diseases erythropoietic protoporphyria (EPP) and X-linked protoporphyria (XLP), as well as to their families, in order to raise awareness of these illnesses. While working with the patient support community, with the same sense of mission, through this support, we are raising awareness of the diseases and providing education on them to patients and caregivers, creating an environment that alleviates the burden on the lives of patients and their families. In fiscal 2022, we held education symposiums, mental health support, caregiver programs, and meetings of patient organizations, as well as disease education support for young professional groups.



2022 Georgia's ALS Educational Symposium

## Sponsoring and Participating in a Walking Event in Honor of Lou Gehrig Day

Mitsubishi Tanabe Pharma Korea (MTPK) sponsored and took part in the "Route Challenge" walking event (June 21-July 20, 2022), in which ALS patients, their families, and volunteers walked together to support patients and raise awareness of Lou Gehrig's disease. The Route Challenge is a charity event in which cooperating businesses offer donations reflecting the number of steps participants walk. Approximately 48,000 people participated over the course of a month, with around 50 MTPK employees taking part. We hope that our participation will give us the opportunity to gain an understanding of the difficulties that patients fighting Lou Gehrig's disease face, while at the same time deepening awareness and understanding of the disease in patients and their families.

\* Called "Lou Gehrig's Disease" after the American professional baseball player Lou Gehrig, who suffered from it. The medical name for this disease is "amyotrophic lateral sclerosis."



We participated together with ALS patients



People on the walk

## Activities in Support of Children Fighting Illnesses

Through support for NPOs, etc., we engage in activities to assist children battling illnesses, along with their families.

### Supporting Children's Hospices

Children's Hospices are facilities that provide children faced with life-threatening illnesses, along with their families, opportunities to learn and play, offering them the close relationship of a friend. However, there are only two such facilities in all of Japan that are not attached to hospitals, one each in the cities of Osaka and Yokohama. By participating in charity events and offering assistance through volunteering, we support the Yokohama Children's Hospice and TSURUMI Children's Hospice.

### Supporting the Yokohama Children's Hospice through Tokyo Yamathon\*

The Tokyo Yamathon was held on October 22, 2022, by International Volunteer Group Japan. All fees for participating in this event were donated to the Yokohama Children's Hospice Project. Although this was the first time in three years that the Yamathon had been held due to the COVID-19 pandemic, as in previous years, the event was attended by many foreign residents of Japan, lending it an exotic air that added to the excitement. In addition to our employees participating, on the day we provided 1,000 bottles of our Aspara drink to participants.

\* The Tokyo Yamathon is a fundraising event in which teams of two to four people walk to all or half of the stations on the JR Yamanote train line within a 12-hour period.



The Tokyo Yamathon 2022



Distributing our Aspara drinks

## Supporting TSURUMI Children’s Hospital through the Osaka Marathon

Located in Osaka City’s Tsurumi Ward, TSURUMI Children’s Hospital (TCH) is the first community-based children’s hospice in Japan to be created in accordance with the philosophy of the United Kingdom’s Helen House, the first children’s hospice in the world. Four employees of the Company chosen by seeking volunteers in-house participated as TCH charity runners in the Osaka Marathon, which was held on February 25, 2023. Spurred on by the encouragement of a volunteer cheering squad, all of our charity runners were able to complete the marathon. All money raised in support of the charity runners was donated to TCH.



The Osaka Marathon runners and the cheering squad

## Participating in the Osaka Great Santa Run Charity Event

Since 2014, the Company has co-sponsored the Osaka Great Santa Run charity event for children suffering from illnesses.

Blessed by clear skies, the Osaka Great Santa Run was held for the first time in three years on November 27, 2022. Lined with beautifully colored ginkgo trees, the course runs through Osaka Park, with participants donning Santa costumes to enjoy running or walking at their own pace for approximately four kilometers.

We supplied 2,000 Aspara drinks, with ten of our employees and their families volunteering to distribute them. They greeted runners at the goal line while handing out drinks, which were very well received in the warm humidity of the day.

\* The Osaka Great Santa Run is a charity event in which participants put on Santa Claus costumes to enjoy running through Osaka Castle Park, with part of the participation fees used to give presents to children who are suffering from illness. The Christmas presents are distributed to children in hospitals, primarily in Osaka Prefecture.



The start of the Santa run



Distributing the Aspara drinks



Corporate character “Tanamin” with the volunteer staff

## Blood Donation

According to the Japanese Red Cross, because blood cannot be artificially produced or stored for long periods of time, in order to secure blood that is needed for transfusions, there is said to be a need for approximately 14,000 people to donate blood each day.

Blood is important to save the precious lives of patients who need blood transfusions due to a disease or accident.

The Group cooperates actively with the Japanese Red Cross in blood donation activities at each site, including our head offices. Moreover, at Mitsubishi Tanabe Pharma Indonesia’s Bandung Plant collaborates with the Indonesian Red Cross Society to participate in blood drives.

In fiscal 2022, 427 employees donated blood in Japan and overseas.



Giving blood at Mitsubishi Tanabe Pharma Indonesia (Bandung plant)

## Sale of Fresh-Baked Bread and Cookies from Welfare Facilities Catering to People with Disabilities

Once a month we hold direct sales of freshly baked bread and cookies made at welfare facilities catering to people with disabilities. Each carefully made, these baked goods are a favorite of our employees. The welfare facilities appreciate these sales as an opportunity to receive feedback from their customers directly. We will continue to support their efforts by purchasing from them.



Sales of bread and cookies

## Contributing to Developing Countries

### TABLE FOR TWO (TFT)

TFT is a social contribution activity that originated in Japan. It is aimed at simultaneously resolving the problems of hunger in developing countries and the problems of obesity and lifestyle-related diseases in industrially developed countries. At the employee cafeterias, when employees eat low-calorie meals that help prevent obesity, through TABLE FOR TWO International, 20 yen of the price is allocated to the cost of school meals in developing countries, such as countries in Africa and Asia. Twenty yen is the amount of money needed to provide one meal in a developing country.

In 2014, we introduced the TFT Program at the employee cafeteria at the headquarters office. Also, at offices, we have installed TFT vending machines, and a portion of the sales of drinks purchased from these machines is used to provide meals for children in developing countries. Employees have given high evaluations to this initiative, in which they can readily participate, and which enables children in developing countries and employees to improve their health at the same time. In fiscal 2022, 90,944 yen was donated, and the cumulative total donated since the start of the activity reached 1,400,000 yen.

The school meals that are provided through donations are expected not only to help solve hunger among children but also to increase school attendance rates and grades, lead to gains in the children's fundamental strength, and help prevent disease. In this way, these meals are playing an important role in helping to eliminate poverty. Moving forward, we will continue this initiative to help solve hunger and poverty among children in developing countries.

\* TFT (<https://jp.tablefor2.org/>)

Fiscal 2022 meals contributed through participation in the TABLE FOR TWO program (Converted at 20 yen per meal)

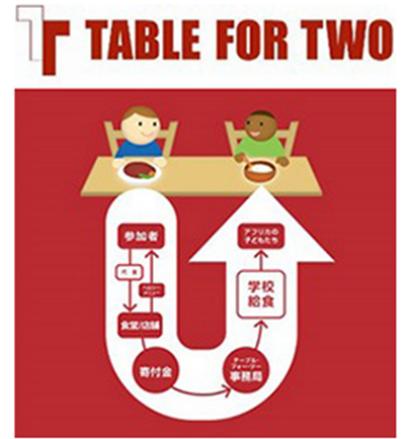
| Contributions from the TFT menu | Contributions from TFT vending machines | Total                     |
|---------------------------------|---|---------------------------|
| 46,060yen<br>(2,303meals)       | 44,884yen<br>(2,244 meals)              | 90,944yen<br>(4,547meals) |



Healthy TFT menu



TFT vending machines



TFT framework

## Participating in Onigiri Action 2022

Onigiri Action is a campaign delivering hot school meals to children in Africa and Asia, themed around the concept of changing the world with Japanese food on World Food Day, October 16 each year. Under this initiative, five school lunches are distributed to children in Africa and Asia for every post on social media and other dedicated websites. The Company held Onigiri Action 2022 on October 27, 2022, with the cooperation of the company cafeteria while making a widespread appeal to employees of the Mitsubishi Chemical Group (the MCG Group). We made onigiri with slightly different ingredients than usual, together with seasonal side dishes, and helped everyone to take photographs of their smiles to post. This event provided an opportunity for people to bring global food and health problems closer to hand.

Onigiri Action (<https://onigiri-action.com/en/> □)



Many employees took part in Onigiri Action



Fliers with information on submissions were also distributed.

TFT「おにぎりアクション2022」× 食堂コラボ企画

🏠 おにぎりの日：10/27(木)

開催中 (10/6~11/6)の「おにぎりアクション」に参加しませんか？

いつもと ちよとちがう 🏠 でお待ちしております



・具材は3種からお選びいただけますお楽しみに

\* 定食：いつものご飯をおにぎりに変更可能

\* 麺セット：いつもと違う🏠で気分転換を

おにぎり写真を描って  
投稿しよう！



Holding Onigiri action (Head Office)

## Participating in Vaccine Support Activities

The Group has been participating in vaccine support activities for children in developing countries since 2014. Through this program, unneeded books, CDs, and DVDs are donated and the proceeds from their sale are donated to Authorized NPO Japan Committee Vaccines for the World's Children.

Through this international contribution activity, those donations are used to deliver vaccines to children in developing countries, such as vaccines for six major infectious diseases. The price of a polio vaccine is only 20 yen per person. One book that is sitting on a shelf can protect two children from polio. In fiscal 2022, a total of 185,612 yen, equivalent to polio vaccines for 9,281 children, was raised from employee donations and matching gifts from the Company. Since the start of these activities, total donations were about 2.53 million yen, equivalent to about 126,500 polio vaccines.

As part of our support for access to healthcare, we will continue these activities as we aim for a future in which children in developing countries live healthy and happy lives.



Participation in vaccine support activities

Fiscal 2022 contributions resulting from participation in vaccine support activities for children in developing countries

|                  | Amount of contributions | Polio vaccine (estimate) |
|------------------|-------------------------|--------------------------|
| Employees        | 92,806 yen              | 4,640.5 doses            |
| Company matching | 92,806 yen              | 4,640.5 doses            |
| <b>Total</b>     | <b>185,612 yen</b>      | <b>185,612 doses</b>     |

### A message received from the Japan Committee, Vaccine for the World's Children (JCV)

Thank you very much for your continued support from the very start of the World Vaccine Books project. The track record of your company has reminded me once again of the truth in the phrase "continuity is strength." We are delighted to see that this initiative has taken hold within your company, and for the active cooperation of all of your employees.

Although the World Vaccine Books and PET Cap Recovery activities undertaken in support of vaccines are only small actions in and of themselves, it is that small scale that is a common denominator in allowing anyone to start doing them at any time, the resulting accumulation of which will create a huge groundswell.

We are truly grateful to all the employees of Mitsubishi Tanabe Pharma for their solid support of JCV and for their constant source of courage and energy. Going forward, we would greatly appreciate it if you could join us in our activities in support of children's vaccination. We will continue to dedicate ourselves to delivering vaccines to as many of the world's children as possible.

Japan Committee Vaccine for the World's Children ( <https://www.jcv-jp.org/> ) (Japanese language only)



Parents and children, we met at vaccination venues (Lao children ©JCV)



Elementary school students (Lao children ©JCV)



## Development of Science and Technology

### Support for Research Foundations

Mitsubishi Tanabe Pharma provides financial assistance to the SENSIN Medical Research Foundation and the Japan Foundation for Applied Enzymology as a means of funding research in a broad range of fields including medicine, pharmaceuticals, agriculture, and the physical sciences. By providing support for the activities of both foundations, the Company works to promote research and provide information that benefits medical treatment and public health.

#### SENSIN Medical Research Foundation

This foundation was established in 1968 with support from the former Yoshitomi Pharmaceutical Industries, Ltd. The foundation aims to contribute to the medical treatment and health of consumers. To that end, the foundation promotes advanced research in the fields of medicine and pharmacology, providing grants, commendations, etc., for pharmacopsychiatry research, hematological research, and circulatory research. In fiscal 2022, the foundation provided 108 grants worth a total amount of 137 million yen. For further information about the supported research and grant recipients, please refer to the foundation's website. (<https://www.smr.or.jp>) (Japanese language only)

#### Japan Foundation for Applied Enzymology

This foundation was established in 1964 with support from the former Tanabe Seiyaku Co., Ltd. The foundation aims to contribute to the development of various fields in the life sciences in Japan by supporting research in a wide range of academic fields, from fundamental analysis of molecules affecting the regulation and maintenance of biological functions, such as enzymes, to applied research. To that end, the foundation provides support for enzyme research and grants for young researchers in four types. In fiscal 2022, the foundation provided 159 grants worth a total amount of 88.5 million yen. For further information about the supported research and grant recipients, please refer to the foundation's website. (<https://www.jfae.or.jp>) (Japanese language only).

### Participation in the Global Health Innovative Technology Fund (GHIT Fund)

The [Global Health Innovation Technology Fund \(GHIT Fund\)](#) was established as Japan's first public-private partnership to discover new drugs for infectious diseases that affect people in the developing world, such as malaria, tuberculosis, and neglected tropical diseases. We endorse the GHIT Funds objective of contributing to global health, and following the provision of financial support for the GHIT Fund first phase activities (fiscal 2013 - fiscal 2017), the Company is also providing financial support to the GHIT Fund for second phase activities (fiscal 2018 - fiscal 2022). Through the GHIT Fund, the Company provided its pharmaceutical compound library to research institutions to conduct joint research on drug exploration for malaria and neglected tropical diseases.

Moving forward, we will continue working to contribute to the health of people around the world, including contributions to the treatment of infectious diseases in the developing world.



# Contributions to the Environment

## Greening of Office Surroundings

The Group is aggressively working on greening and beautification activities at each domestic and overseas office. Employees clean office surroundings and actively participate in other neighborhood cleaning activities. In these ways, we are working to contribute to environmental conservation and to foster harmonious coexistence with local communities.

Fiscal 2022 greening and beautification activities

| Worksite                       | Program name   |
|--------------------------------|--|
| Headquarters                   | <ul style="list-style-type: none"> <li>Osaka Marathon cleanup operation (office surroundings)</li> </ul>   |
| Yokohama Office                | <ul style="list-style-type: none"> <li>Hama-Road Supporter (office surroundings)</li> </ul>  |
| Onoda Office                   | <ul style="list-style-type: none"> <li>Seto Inland Sea clean-up operation (office surroundings)</li> </ul>   |
| Yoshitomi Office               | <ul style="list-style-type: none"> <li>Yoshitomi seashore cleaning (sponsored by Yoshitomi Town)</li> <li>Clean Operation (office surroundings)</li> </ul> |
| Hokkaido Branch                | <ul style="list-style-type: none"> <li>Kita Ichijo Street Neighborhood Association Safety and Cleanup Campaign</li> </ul>                                  |
| Taiwan Tanabe Seiyaku          | <ul style="list-style-type: none"> <li>Greening and beautification activities around the plant</li> </ul>  |
| Mitsubishi Tanabe Pharma Korea | <ul style="list-style-type: none"> <li>Cleaning activities at the plant and surrounding area on Environment Day</li> </ul>                                 |

Click [here](#) for biodiversity conservation initiatives



Osaka Marathon cleanup operation (Headquarters)



Kita Ichijo Street Neighborhood Association Safety and Cleanup Campaign (Hokkaido Branch)



Marine Day seashore cleaning (Yoshitomi Office)



Seto Inland Sea clean-up operation (Onoda Office)



Hama-road supporter activities (Yokohama Office)



Cleaning activities at the plant and surrounding area on Environment Day (Mitsubishi Tanabe Pharma Korea)



Greening and beautification activities around the plant (Taiwan Tanabe Seiyaku)

## Bottle Cap Collection

At each office, we are collecting PET bottle caps as one aspect of in-house eco-activities. The collected caps are converted into recycled material and sold, and the funds generated are used for administration expenses at social welfare facilities and for vaccines for children in developing countries.





Society > Together with the Local Community

## Promotion of Local Communities

The Group values its connections with people in the communities where it does business. As a member of various local communities, we are deepening exchanges with local communities through the sponsorship of regional events and other initiatives, and we are taking steps to contribute to the development of regional society by conducting historical and cultural activities and regional activation initiatives.

### Mitsubishi Tanabe Pharma Historical Museum

In May 2015, the Company opened the Mitsubishi Tanabe Pharma Historical Museum on the second floor of its headquarters in Doshomachi, Osaka, which is known as the “pharmaceutical district.” Visitors can learn about the history of the Company, which was founded in 1678, and the history and culture of Doshomachi. In addition, using 3D images and touch panels, visitors can learn about such topics as the structure of the human body and how pharmaceuticals work. In the eight years since its opening, about 35,000 people have visited the museum.

The museum’s website features “Virtual Tour” videos that introduce certain exhibits using audio guides. ( <https://www.mtpc-shiryokan.jp/en/vtour/> )

This historical museum is not only cooperating by providing exhibition materials, it is also cooperating with local events and contributing to the development of the next generation, such as with off-campus school learning activities.



Mitsubishi Tanabe Pharma  
Historical Museum

Website : <https://www.mtpc-shiryokan.jp/en/>

#### Certified by “This is MECENAT 2023,” the Association for Corporate Support of the Arts

In July 2022, the operation of this museum was certified under the “This is MECENAT 2023” certification system for MECENAT activities (promoting social creativity through arts and culture) implemented by corporations and corporate foundations under the Association for Corporate Support of the Arts. This is the fourth consecutive year of certification since 2020.

\* “This is MECENAT” is a system for promoting social creativity through arts and culture by certifying various MECENAT activities and shining light on each of them.



**THIS IS  
MECENAT  
2023**

# Regional Activation Initiatives in Pharmaceutical District, Doshomachi

The Company is contributing to regional activation through the Historical Museum and the sponsorship of events in cooperation with regional organizations.

## Operation and Implementation of the Shinno Festival

In Doshomachi, where the Company has its headquarters, the Shinno Festival (a pharmaceutical festival) is held each year on November 22 and 23. The festival is operated and implemented by YAKUSOKO, an organization mainly established by pharmaceutical companies in Doshomachi. The Company has contributed to the festival as a core member of YAKUSOKO for many years.

## Sponsored “Doshomachi Tanamin Storytelling Theater”

Since fiscal 2017, we have sponsored the semi-annual Doshomachi Tanamin Storytelling Theater, which uses the name of the Company’s original character Tanamin. Through rakugo, which is a traditional form of entertainment that is highly popular in Osaka, and lectures about the lifestyles of the time, we are providing opportunities for people to become familiar with the history and culture of Osaka, and these initiatives have been well received.



Doshomachi Tanamin Storytelling Theater

Prompted by the COVID-19 pandemic, from 2020 onwards we switched to offering these events through on-demand delivery. In fiscal 2022, after thorough infection control measures were put in place, the event was held in a venue in the company head office for the first time in two and a half years. The fall session was held in conjunction with the Jinno Festival, resulting in a lively “laugh and learn” storytelling event celebrating the god of health and medicine.

(Doshomachi Tanamin Storytelling Theater <https://www.tanamin-yose.net/> ) (Japanese language only)

## Doshomachi Museum Street

As an everyday initiative, in cooperation with other Doshomachi exhibition facilities related to pharmaceuticals, we are rolling out a publicity activity under the name Doshomachi Museum Street  (Japanese language only). The community will work to provide information to encourage large numbers of people to visit Doshomachi, which is the birthplace of Japan’s pharmaceutical industry.

The Company will continue to contribute more and more to local communities.



Doshomachi Museum Street Map

## Held Yoshitomi Summer Festival

The Yoshitomi Office (Fukuoka Prefecture) held the “Yoshitomi Summer Festival“ on the plant premises in August 2022, marking the 48th time that we have held this annual community event. In 2020 and 2021, the COVID-19 pandemic saw us limit the festival to fireworks displays only, so the 2022 festival was the first time we had held the full event in a long time. On the day of the festival we welcomed 1,200 people, including local residents, guests, employees, and their families (the maximum number of people permitted to enter) to the venue. The full program included Kagura dancing, belly dancing, fireworks, and a lucky draw, and was the perfect way to commemorate the 80th anniversary of the completion of the Yoshitomi Plant. Going forward, we will continue to value the bonds that we create with the local community through the summer festival, and treasure the relationships that we build with them.

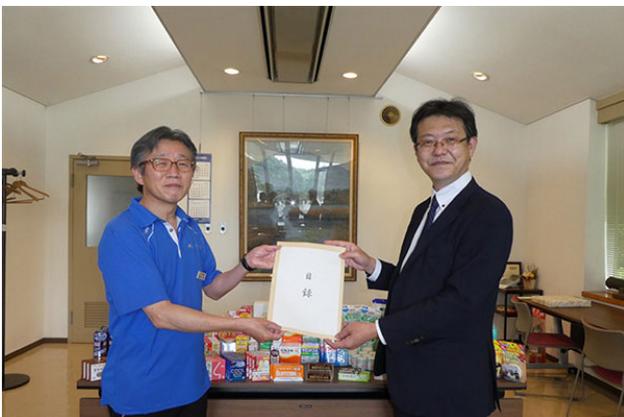


## Donating Over-the-Counter Medicines to Children’s Land

In June 2022, as a part of our corporate citizenship activities, we donated OTC medicines and other items to Kodomo-no-kuni (Children’s Land) in Yokohama City. Kodomo-no-kuni is a natural amusement park that utilizes a thickly wooded area of approximately 100 hectares in the Tama Hills area of Yokohama City. It was opened in 1965 in commemoration of the marriage of His Imperial Highness (now Emperor Emeritus) in 1959. Since 1971, for 50 consecutive years, the Company has contributed OTC medicines and made other contributions to Kodomo-no-kuni.

On the day of the presentation, Director Tamura of Kodomo-no-Kuni offered their thanks for our ongoing donations of such large amounts of medication. The recent drop in the number of COVID-19 infections has brought an increase in the number of visitors to the park. They commented that since many children injure themselves while playing vigorously outside, the donations are very helpful.

To commemorate the 50th anniversary of the founding of Kodomo-no-Kuni, the Company donated the home of bird characters Juru and Chichi, which has become a favorite spot for visitors to take commemorative photographs.



Donation of OTC medicines



“Juru & Chichi’s House,” donated by our company, has become a popular photo spot

# Collaborating with Regional Organizations

## Doshomachi Development Association

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In September 2015, a Doshomachi development association known as the Doshomachi Club was established. The Company serves as the executive office of the association. The Doshomachi Development Association is engaged in a variety of initiatives aimed at achieving the SDGs. The objectives of this organization are to maintain and develop the cityscape, centered on the Doshomachi Street, to conduct activities to foster trust and mutual cooperation among the people who live and work in the area, and to build a dynamic community that brings together people who are interested in health. On that basis, the organization seeks to link the history and traditions of the Doshomachi pharmaceutical district to the future.

### Doshomachi Street Revitalization Project

The Doshomachi Street Revitalization Project seeks to create attractive and people-friendly towns through public-private partnerships, and is working on a utility pole removal and road maintenance project in an area of Doshomachi that meets the demands of local landowners and relevant parties. A sidewalk was created in May 2022, creating an all-new nighttime view. By 2024, in anticipation of the Osaka/Kansai Expo we plan to complete the removal of the utility poles along with moving power lines underground.

Osaka City approved the “Doshomachi Landscape Agreement” system in June 2022, with the goal of enhancing the attractiveness of the town based on rules formulated together with the landowners along Doshomachi 2- and 3-chome.



Road Maintenance from the Doshomachi Street Revitalization Project

### Other initiatives

In an effort to conduct activities that foster trust and mutual cooperation among the people who live and work in the area, we are promoting a rooftop greening project based on potted grape cultivation, which is also an environmental measure, with a great deal of wine being made.

We also focus on offering information on the region, offering the history of Doshomachi and its buildings through a website, and introducing events through social networking services.

Doshomachi development association (known as the Doshomachi Club)

( <https://doshomachi-club.org/> ) (Japanese language only)

We will continue to cooperate in activities to create dynamic towns that meet local needs.

Also, we have joined the Semba Club, the Sankyubashisuji Trade Association, and other organizations, and participated and cooperated in various local revitalization activities.

A variety of industries have long prospered in the Senba area, including pharmaceuticals in Doshomachi, finance in Kitahama, and textiles in Honmachi, and there are many historic buildings. Mitsubishi Tanabe Pharma also takes part in "Living Architecture Museum Festival Osaka (Ikefes Osaka)," which is held every fall. (<https://ikenchiku.jp/> □) (Japanese language only)

## 5th KJPA Volunteer Event – Kimchi-Making Volunteers (South Korea)

In November 2022, five employees of Mitsubishi Tanabe Pharma Korea participated in “Kimchi-making volunteers” sponsored by the Korea Japanese Pharmaceutical Association (KJPA). In this volunteer activity, Japanese expats and their families experience Korea’s traditional kimchi-making culture and provide the kimchi they make (4,000 kg) to 600 households with elderly and socially vulnerable people in the area. Kimchi-making was a good opportunity for Japanese expats and their families to understand Korea’s traditional culture and deepen exchanges with local people.



Kimchi-making was fun.



The finished kimchi was donated.



# Activities Addressing Social Needs

## Developing the Next Generation

As a measure to develop the next generation, the Group offers visiting lectures and company visits at domestic and overseas offices, which are used as venues for pharmaceutical-related lectures and comprehensive learning initiatives that leverage the knowledge of a pharmaceutical company.

### Visiting Lectures at Schools

Each office provides visiting lectures for students at schools. These visiting lectures are talks on such topics as the pharmaceutical industry, the business of pharmaceutical companies, and new drug R&D.

In fiscal 2022, we accepted six schools for visiting lectures through the Saturday Study Support Group website.

#### Student feedback

- I learned a lot that I did not know about pharmaceutical companies and the pharmaceutical industry and found out that Japan is very active in this area, which intrigued me.
- The detailed explanation of the process up to marketing of a new drug was fascinating.
- I learned that pharmaceutical companies have a number of departments with different roles, and that they work in concert to manufacture pharmaceuticals.
- This was helpful to me in choosing a career.



#### Feedback from employee instructors

I talked about the unique characteristics of the pharmaceutical industry and the joy and pride in working as a member of a team in a highly segmented industry to create pharmaceutical products. I was worried about whether the junior high school students would understand my talk, and how interested they would be in it, but I was amazed by the fact that they listened earnestly right to the end. I hope that this lecture proved to be an opportunity for them to think about their own future.



## Company Visits

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Each of the Company's offices is taking steps to promote harmonious coexistence with local communities, such as offering tours for regional organizations and comprehensive learning initiatives for nearby schools and school excursions. The goal is to introduce our business, the services of our pharmaceutical company, and employees' careers, and to help students develop careers through dialogue. After taking measures against infection, we accepted eight schools in fiscal 2022 for company visits, including for online lectures.

### Comment from a school teacher

The instructor gave a thorough talk, covering everything from pharmaceuticals to going out into the world to work. I was also astonished to see that he answered all the students' questions. After the lecture, it was impressive to see the surprised expressions on their faces. All in all, it was a truly valuable experience for me.



### Student feedback

- My whole image of how pharmaceuticals are made, such as how they are made to be easy to take, has changed.
- I was impressed by the technique of perforating PTP to make it easier for patients to use.
- The speed with which the medicines dissolved in the breakdown experiment was surprising, and I really enjoyed it.
- In future, I plan to use this as a reference in choosing a career.



Pharmaceutical production experiment (Workplace experience learning)

### Student feedback

- The processes in the program taught me how to carry out specialist tasks and work as a member of a team to achieve a goal, which was extremely rewarding.
- This deepened my understanding of my field of study and future career, and was an excellent opportunity for learning and exchange between students.
- This experience gave me a more concrete understanding of the theoretical knowledge I gained in school.



Work experience for pharmacy students (Taiwan Tanabe)

## Participation in the Saturday Study Support Group

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In 2021, we endorsed the Saturday Study Support Group promoted by the Ministry of Education, Culture, Sports, Science and Technology, and started offering educational programs through visiting lectures and tours of our historical museum. Please use it as an aid to enrich the learning of children.

### [Programs provided] (Japanese language only)

- > [Visiting lecture] Career education by a pharmaceutical company (online access is also available) □
- > [Visiting lecture] Learn about medicine (online access is also available) □
- > [Visit the historical museum] Learn about the history and culture of Doshomachi, the “pharmaceutical district” of Osaka! □
- > [Visiting lecture] Hands-on production training □

## Emergency/Disaster Reconstruction Aid

The Group closely monitors disaster-stricken areas and provides emergency and reconstruction support in the event of a disaster in Japan or abroad.

### Sales to Support Reconstruction of Disaster-Stricken Areas

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Previously, each business office held product sales events to get to know and provide support to disaster-stricken areas by selling the regional specialties of these areas, but in recent years the COVID-19 pandemic saw these events suspended. In fiscal 2022, the Yokohama office sold Yonesaki apples sourced from Rikuzentakata City in Iwate Prefecture as part of efforts to support reconstruction in the Tohoku region, making these available on request. The employees who purchased them enjoyed apples grown in the warm sea breezes and cool air from the mountains, while being inspired never to forget the afflicted area.

### Rikuzentakata City, Iwate Prefecture, and the Great East Japan Earthquake

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Eleven years have passed since the Great East Japan Earthquake occurred on March 11, 2011. At the time, Rikuzentakata City was home to approximately 24,000 people, but the destruction brought by the tsunami claimed the lives of almost 1,800. The disaster further aggravated problems the region was facing, which include an aging population, an outflow of young people, and a decline in primary industry, and it is said that it accelerated depopulation by twenty years. Even so, the farmers have maintained and protected the legacy of Yonesaki apples in the land of Rikuzentakata.



Selling popular Yonesaki apples on application (Yokohama office)



The apple fields overlooking the sea (Rikuzentakata City)

## Humanitarian Assistance to Ukraine

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In July 2022, the Company donated our medical products for the purpose of providing humanitarian assistance to the people of Ukraine and to those who have been forced to evacuate to surrounding countries. Donations were made based on a list provided by the Embassy of Ukraine in Japan, detailing medicines that are particularly needed in the region.

\* The Mitsubishi Chemical Group (the MCG Group) donated 1 million euros (approximately 130 million yen) to the United Nations High Commissioner for Refugees (UNHCR).

## Supporting Earthquake-Stricken Türkiye and Syria

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The Company donated our medical products to support people affected by the earthquake that struck Türkiye and Syria in February 2023. Donations were made based on a list provided by the Turkish Government, detailing medicines that are particularly needed in the region. Additionally, our Group company Mitsubishi Tanabe Pharma Korea donated 2 million won through a cooperative of small and medium businesses in Korea.

\* The MCG Group donated 150,000 euro to the United Nations Children's Fund (UNICEF) through Mitsubishi Chemical Europe B.V. to support the earthquake victims and the area affected by the disaster.

## Supporting Earthquake-Stricken West Java in Indonesia

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Our Group company Mitsubishi Tanabe Pharma Indonesia donated emergency relief supplies (food, infant diapers, mineral water, etc.) through an affiliated organization to support victims of the earthquake that occurred in Indonesia's West Java region on November 21, 2022, and to assist with earthquake recovery efforts.



Donating relief supplies (Mitsubishi Tanabe Pharma Indonesia)



# External Evaluations

## Sustainability Evaluations

### Acquired Accreditation Mark Based on the Act on Advancement of Measures to Support Raising Next-Generation Children

The Act on Advancement of Measures to Support Raising Next-Generation Children came into effect in 2005. In accordance with this law, companies that formulate action plans to support child-rearing by employees, achieve planned targets, and meet certain standards are eligible for certification by the Ministry of Health, Labour and Welfare. The Company has been certified for six consecutive years since 2007. Among companies that had already been “Kurumin” certified, Mitsubishi Tanabe Pharma was “Platinum Kurumin” certified in July 2019.



### Acquired “Eruboshi” Certification Mark

In accordance with the Act on Promotion of Women’s Participation and Advancement in the Workplace, which came into effect in 2016, companies that formulate action plans to promote active careers for female employees and achieve excellent results with related initiatives are eligible for certification by the Ministry of Health, Labour and Welfare. The Eruboshi mark demonstrates that a company has received this certification. In 2016, we received “Eruboshi,” the highest level of certification, which is based on the Act on Promotion of Women’s Participation and Advancement in the Workplace.



### Selected as “Outstanding Enterprise in Health and Productivity Management - White 500” for the Seventh Consecutive Year

The “Outstanding Enterprise in Health and Productivity Management Certification System,” which was established by the Ministry of Economy, Trade and Industry (METI) in 2016, is a system for recognizing companies and groups that are implementing especially strong health and productivity management. The top 500 corporations among “Outstanding Enterprises in Health and Productivity Management Certification System” (Large Corporation category) have been recognized as White 500. Mitsubishi Tanabe Pharma has been selected for seven consecutive years since 2017.



## Awarded the Gold Prize in the PRIDE INDEX for LGBT Issues for the fourth Consecutive Year

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The PRIDE INDEX, established by “work with Pride,” a private organization, is Japan’s first index that evaluates the initiatives of companies and organizations related to sexual minorities such as LGBTs. MTPC was awarded the GOLD Prize, the top award in the PRIDE INDEX 2022.



## Recognized as a “2022 Cancer Control Promotion Excellent Company”

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We were selected for the third consecutive year under the Action Plan for the Promotion of Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, for recognition and commendation as a “2022 Cancer Control Promotion Excellent Company” for our cancer prevention efforts on behalf of employees.



## Recognized as a “Sports Yell Company” by the Japan Sports Agency for the fourth consecutive year

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The Japan Sports Agency recognizes companies that actively promote sporting activities to improve the health of their employees as a “Sports Yell Company.” This marks the fourth consecutive year since fiscal 2020 that we have been so recognized.





# Data

## Management

| Item   | Data   |              |              |
|--|--------|--------------|--------------|
|  | FY2022 | FY2021       | FY2020       |
| <b>Respect for Human Rights &gt;</b>   |        |              |              |
| <b>Basic Stance on Human Rights</b>  |        |              |              |
| <b>Initiatives to raise human rights awareness</b>   |        |              |              |
| <b>Number of entries in diversity &amp; human rights slogan contest</b>  | 654    | 568          | 541          |
| <b>Human Rights Awareness Promotion Committee</b>  |        |              |              |
| ↳ Number of headquarters committee members   | 12     | —            | 12           |
| ↳ By department / region   | 16     | —            | 17           |
| <b>Compliance &gt;</b>   |        |              |              |
| <p>* The Mitsubishi Tanabe Pharma Group is united in its efforts to practice and promote compliance with the Mitsubishi Chemical Group (the MCG Group) based on the "One Company, One Team" system.<br/>           For details, see the Mitsubishi Chemical Group Corporation (MCG) website.<br/> <a href="https://www.mcgc.com/english/group/compliance.html">https://www.mcgc.com/english/group/compliance.html</a> </p> |        |              |              |
| <b>Compliance Promotion Structure*</b>   |        |              |              |
| <b>Number of responsible persons for compliance / persons in charge of compliance</b>  | —      | 165          | 157          |
| <b>Number of meetings of responsible persons for compliance / persons in charge of compliance</b>  | —      | Semiannually | Semiannually |

| Item   | Data         |                                       |                                      |
|--|--------------|---------------------------------------|--------------------------------------|
|  | FY2022       | FY2021                                | FY2020                               |
| <b>Compliance Training*</b>                                |              |                                       |                                      |
| <b>List of training sessions</b>                           |              |                                       |                                      |
| └ Groupwide sessions                                       |              |                                       |                                      |
| └ Times held   | —            | Once a year                           | Once a year                          |
| └ Number of participants                                   | —            | 4,590                                 | 4,676                                |
| └ Divisional sessions                                      |              |                                       |                                      |
| └ Times held   | —            | Once a year                           | Once a year                          |
| └ Number of participants                                   | —            | 4,667                                 | 4,735                                |
| └ Top management seminars                                  |              |                                       |                                      |
| └ Times held   | —            | Once a year                           | Once a year                          |
| └ Number of participants                                   | —            | 15                                    | 13                                   |
| └ New employee training                                    |              |                                       |                                      |
| └ Times held   | —            | Twice a year                          | Twice a year                         |
| └ Number of participants                                   |              | April: 25<br>August: 11<br>(MRs only) | April: 16<br>August: 3<br>(MRs only) |
| └ Compliance and risk management check                     |              |                                       |                                      |
| └ Times held   | —            | Twice a year                          | Twice a year                         |
| └ Number of participants                                   | —            | July: 4,586<br>February: 4,492        | July: 4,735<br>February: 4,664       |
| <b>Hotlines*</b>   |              |                                       |                                      |
| <b>Number of hotline consultations</b>                     |              |                                       |                                      |
| └ Workplace environment                                    | —            | 14                                    | 13                                   |
| └ Working condition / human resources                      | —            | 4                                     | 3                                    |
| └ Embezzlement / misappropriation                          | —            | 0                                     | 0                                    |
| └ Laws, regulations, rules                                 | —            | 14                                    | 3                                    |
| └ Other  | —            | 6                                     | 3                                    |
| └ Total  | —            | 38                                    | 22                                   |
| <b>Risk Management &gt;</b>                                |              |                                       |                                      |
| <b>Risk Management Associated with Business Activities</b> |              |                                       |                                      |
| <b>Number of meetings of Risk Management Committee</b>     | Twice a year | Once a year                           | Once a year                          |

## Environment

| Item   | Data                                   |  |  |
|--|--|--|--|
|  | FY2022                                 | FY2021                                 | FY2020                                 |
| <b>Environmental Management &gt;</b>   |  |  |  |
| <b>ISO 14001 Certifications</b>  |  |  |  |
| <b>Number of bases with ISO 14001 certification</b>  |  |  |  |
| └ Domestic   | 2                                      | 2                                      | 2                                      |
| └ Overseas   | 3                                      | 3                                      | 3                                      |
| <b>Targets &amp; Initiatives &gt;</b>  |  |  |  |
| <b>Achievement Status of Medium-Term Environmental Action Plan 21-25</b>                     |  |  |  |
| <b>Rate of reduction in amount of greenhouse gas emissions (vs fiscal 2019, scope 1 + 2)</b> |  |  |  |
| └ Global   | 24%                                    | 19%                                    | 14%                                    |
| <b>Greenhouse gas emissions (Scope 3)</b>  | 700.9 thousand tons-CO <sub>2</sub> eq | 628.0 thousand tons-CO <sub>2</sub> eq | 610.6 thousand tons-CO <sub>2</sub> eq |
| <b>Fluorocarbons</b>   |  |  |  |
| └ Amount of fluorocarbon destroyed (Domestic)  | 165 kg                                 | 560 kg                                 | 1,416 kg                               |
| └ Amount of leakage (Domestic)   | 179 kg                                 | 68 kg                                  | 67 kg                                  |
| └ Amount of leakage (Domestic)   | 799 t-CO <sub>2</sub> eq               | 117 t-CO <sub>2</sub> eq               | 117 t-CO <sub>2</sub> eq               |
| <b>Rate of reduction in amount of waste generated (vs. fiscal 2019, domestic)</b>            | 35%                                    | 22%                                    | 8%                                     |
| <b>Rate of reduction in amount of final waste disposed (vs. fiscal 2019, domestic)</b>       | 52%                                    | -1.9%                                  | 48%                                    |
| <b>Waste recycling rate (Domestic)</b>   | 59%                                    | 54%                                    | 40%                                    |
| <b>Waste plastic emissions (Domestic)</b>  | 179 tons                               | 300 tons                               | 262 tons                               |
| <b>Waste plastic emission reduction rate (vs. previous fiscal year, domestic)</b>            | 41%                                    | -15%                                   | 23%                                    |
| <b>Waste plastic recycling rate (Domestic)</b>   | 58%                                    | 52%                                    | 54%                                    |
| <b>Rate of reduction in amount of water withdrawal (vs. fiscal 2019, domestic)</b>           | 37%                                    | 31%                                    | 13%                                    |
| <b>Rate of reduction in COD emissions (vs fiscal 2019, domestic)</b>                         | 18%                                    | 35%                                    | -9%                                    |

| Item   | Data                           |                                |                                |
|--|--------------------------------|--------------------------------|--------------------------------|
|  | FY2022                         | FY2021                         | FY2020                         |
| <b>Rate of reduction in chemical substance emissions (air and public waters)</b>                                 |                                |                                |                                |
| └ PRTR substances (vs. previous fiscal year, domestic)   | 50%                            | 47%                            | -2%                            |
| └ PRTR substances (vs. fiscal 2019, domestic)  | 73%                            | 46%                            | -2%                            |
| └ VOCs (excluding PRTR substances) (vs. previous fiscal year, domestic)  | -13%                           | 24%                            | -7%                            |
| └ VOCs (excluding PRTR substances) (vs. fiscal 2019, domestic)   | 9%                             | 19%                            | -7%                            |
| <b>Number of bases for which environmental audits were conducted</b>   |                                |                                |                                |
| └ Domestic   | 5                              | 5                              | 5                              |
| └ Overseas   | 3                              | 1                              | 3                              |
| <b>Environment-related accidents/problems, and status of environment-related legal and regulatory compliance</b> |                                |                                |                                |
| └ Number of environmental accidents  | 0                              | 0                              | 0                              |
| └ Amount of environmental misconduct fines   | 0 yen                          | 0 yen                          | 0 yen                          |
| <b>Material Balance</b>  |                                |                                |                                |
| <b>Input</b>   |                                |                                |                                |
| <b>Energy</b>  |                                |                                |                                |
| <b>Purchased electricity</b>   |                                |                                |                                |
| └ Domestic   | 69,304 MWh                     | 73,983 MWh                     | 78,473 MWh                     |
| └ Overseas   | 13,271 MWh                     | 14,734 MWh                     | 14,581 MWh                     |
| └ Global   | 82,575 MWh                     | 88,717 MWh                     | 93,054 MWh                     |
| <b>Electricity generated in-house using solar power</b>  |                                |                                |                                |
| └ Domestic   | 0 MWh                          | 129 MWh                        | 163 MWh                        |
| └ Overseas   | 43 MWh                         | 0 MWh                          | 0 MWh                          |
| └ Global   | 43 MWh                         | 129 MWh                        | 163 MWh                        |
| <b>Gases</b>   |                                |                                |                                |
| └ Domestic   | 4,745 thousand Nm <sup>3</sup> | 5,077 thousand Nm <sup>3</sup> | 5,680 thousand Nm <sup>3</sup> |
| └ Overseas   | 1,113 thousand Nm <sup>3</sup> | 1,327 thousand Nm <sup>3</sup> | 1,188 thousand Nm <sup>3</sup> |
| └ Global   | 5,858 thousand Nm <sup>3</sup> | 6,404 thousand Nm <sup>3</sup> | 6,868 thousand Nm <sup>3</sup> |

| Item                                     | Data                          |                               |                               |
|--|-------------------------------|-------------------------------|-------------------------------|
|  | FY2022                        | FY2021                        | FY2020                        |
| <b>Petroleum</b>                         |                               |                               |                               |
| └ Domestic                               | 3,228 kL                      | 3,476 kL                      | 3,632 kL                      |
| └ Overseas                               | 61 kL                         | 74 kL                         | 65 kL                         |
| └ Global                                 | 3,290 kL                      | 3,550 kL                      | 3,696 kL                      |
| <b>Thermal equivalent</b>                |                               |                               |                               |
| └ Domestic                               | 1,009 thousand GJ             | 1,080 thousand GJ             | 1,166 thousand GJ             |
| └ Overseas                               | 184 thousand GJ               | 211 thousand GJ               | 201 thousand GJ               |
| └ Global                                 | 1,193 thousand GJ             | 1,291 thousand GJ             | 1,367 thousand GJ             |
| <b>Water</b>                             |                               |                               |                               |
| <b>Supplied water / Industrial water</b> |                               |                               |                               |
| └ Domestic                               | 3,214 thousand m <sup>3</sup> | 3,463 thousand m <sup>3</sup> | 4,367 thousand m <sup>3</sup> |
| └ Overseas                               | 80 thousand m <sup>3</sup>    | 89 thousand m <sup>3</sup>    | 82 thousand m <sup>3</sup>    |
| └ Global                                 | 3,294 thousand m <sup>3</sup> | 3,553 thousand m <sup>3</sup> | 4,449 thousand m <sup>3</sup> |
| <b>Fresh surface water (rivers)</b>      |                               |                               |                               |
| └ Domestic                               | 490 thousand m <sup>3</sup>   | 586 thousand m <sup>3</sup>   | 750 thousand m <sup>3</sup>   |
| └ Overseas                               | 0 thousand m <sup>3</sup>     | 0 thousand m <sup>3</sup>     | 0 thousand m <sup>3</sup>     |
| └ Global                                 | 490 thousand m <sup>3</sup>   | 586 thousand m <sup>3</sup>   | 750 thousand m <sup>3</sup>   |
| <b>Groundwater</b>                       |                               |                               |                               |
| └ Domestic                               | 2 thousand m <sup>3</sup>     | 7 thousand m <sup>3</sup>     | 13 thousand m <sup>3</sup>    |
| └ Overseas                               | 6 thousand m <sup>3</sup>     | 7 thousand m <sup>3</sup>     | 7 thousand m <sup>3</sup>     |
| └ Global                                 | 9 thousand m <sup>3</sup>     | 14 thousand m <sup>3</sup>    | 20 thousand m <sup>3</sup>    |
| <b>Chemical Substances</b>               |                               |                               |                               |
| <b>PRTR substances</b>                   |                               |                               |                               |
| └ Domestic                               | 56 tons                       | 72 tons                       | 91 tons                       |
| └ Overseas                               | 0.7 tons                      | 0.8 tons                      | 0.8 tons                      |
| └ Global                                 | 57 tons                       | 73 tons                       | 92 tons                       |
| <b>VOCs (excluding PRTR substances)</b>  |                               |                               |                               |
| └ Domestic                               | 968 tons                      | 1,007 tons                    | 886 tons                      |
| └ Overseas                               | 16 tons                       | 19 tons                       | 17 tons                       |
| └ Global                                 | 984 tons                      | 1,026 tons                    | 903 tons                      |

| Item                                    | Data                                |                                     |                                     |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
|   | FY2022                              | FY2021                              | FY2020                              |
| <b>Output</b>                           |                                     |                                     |                                     |
| <b>Atmospheric Emissions</b>            |                                     |                                     |                                     |
| <b>Greenhouse gases</b>                 |                                     |                                     |                                     |
| └ Domestic                              | 53 thousand tons-CO <sub>2</sub> eq | 56 thousand tons-CO <sub>2</sub> eq | 60 thousand tons-CO <sub>2</sub> eq |
| └ Overseas                              | 10 thousand tons-CO <sub>2</sub> eq | 12 thousand tons-CO <sub>2</sub> eq | 11 thousand tons-CO <sub>2</sub> eq |
| └ Global                                | 63 thousand tons-CO <sub>2</sub> eq | 67 thousand tons-CO <sub>2</sub> eq | 71 thousand tons-CO <sub>2</sub> eq |
| <b>NOx</b>                              |                                     |                                     |                                     |
| └ Domestic                              | 5.0 tons                            | 6.1 tons                            | 7.0 tons                            |
| └ Overseas                              | 1.4 tons                            | 1.6 tons                            | 1.1 tons                            |
| └ Global                                | 6.4 tons                            | 7.6 tons                            | 8.1 tons                            |
| <b>SOx</b>                              |                                     |                                     |                                     |
| └ Domestic                              | 1.8 tons                            | 1.9 tons                            | 2.3 tons                            |
| └ Overseas                              | 0.8 tons                            | 1.1 tons                            | 0.6 tons                            |
| └ Global                                | 2.6 tons                            | 2.9 tons                            | 2.9 tons                            |
| <b>Particulate matter</b>               |                                     |                                     |                                     |
| └ Domestic                              | 0.09 tons                           | 0.17 tons                           | 0.14 tons                           |
| └ Overseas                              | 0.02 tons                           | 0.02 tons                           | 0.06 tons                           |
| └ Global                                | 0.11 tons                           | 0.19 tons                           | 0.20 tons                           |
| <b>PRTR substances</b>                  |                                     |                                     |                                     |
| └ Domestic                              | 0.4 tons                            | 0.8 tons                            | 1.5 tons                            |
| └ Overseas                              | 0.0 tons                            | 0.0 tons                            | 0.0 tons                            |
| └ Global                                | 0.4 tons                            | 0.8 tons                            | 1.5 tons                            |
| <b>VOCs (excluding PRTR substances)</b> |                                     |                                     |                                     |
| └ Domestic                              | 22.3 tons                           | 21.0 tons                           | 29.8 tons                           |
| └ Overseas                              | 9.0 tons                            | 11.7 tons                           | 8.8 tons                            |
| └ Global                                | 31.3 tons                           | 32.7 tons                           | 38.6 tons                           |

| Item                                    | Data                          |                               |                               |
|---|-------------------------------|-------------------------------|-------------------------------|
|   | FY2022                        | FY2021                        | FY2020                        |
| <b>Wastewater</b>                       |                               |                               |                               |
| <b>Wastewater output</b>                |                               |                               |                               |
| └ Domestic                              | 3,497 thousand m <sup>3</sup> | 3,937 thousand m <sup>3</sup> | 4,913 thousand m <sup>3</sup> |
| └ Overseas                              | 55 thousand m <sup>3</sup>    | 62 thousand m <sup>3</sup>    | 67 thousand m <sup>3</sup>    |
| └ Global                                | 3,553 thousand m <sup>3</sup> | 3,999 thousand m <sup>3</sup> | 4,979 thousand m <sup>3</sup> |
| <b>BOD pollution load</b>               |                               |                               |                               |
| └ Domestic                              | 5.7 tons                      | 4.2 tons                      | 6.3 tons                      |
| └ Overseas                              | 0.1 tons                      | 0.1 tons                      | 0.1 tons                      |
| └ Global                                | 5.7 tons                      | 4.2 tons                      | 6.4 tons                      |
| <b>COD pollution load</b>               |                               |                               |                               |
| └ Domestic                              | 10.9 tons                     | 8.7 tons                      | 14.6 tons                     |
| └ Overseas                              | 0.2 tons                      | 0.2 tons                      | 0.2 tons                      |
| └ Global                                | 11.1 tons                     | 8.9 tons                      | 14.8 tons                     |
| <b>Nitrogen</b>                         |                               |                               |                               |
| └ Domestic                              | 2.6 tons                      | 3.4 tons                      | 4.6 tons                      |
| └ Overseas                              | 0.0 tons                      | 0.0 tons                      | 0.0 tons                      |
| └ Global                                | 2.6 tons                      | 3.5 tons                      | 4.6 tons                      |
| <b>Phosphorus</b>                       |                               |                               |                               |
| └ Domestic                              | 0.1 tons                      | 0.2 tons                      | 0.4 tons                      |
| └ Overseas                              | 0.0 tons                      | 0.0 tons                      | 0.0 tons                      |
| └ Global                                | 0.1 tons                      | 0.2 tons                      | 0.4 tons                      |
| <b>PRTR substances</b>                  |                               |                               |                               |
| └ Domestic                              | 0.0 tons                      | 0.1 tons                      | 0.1 tons                      |
| └ Overseas                              | 0.3 tons                      | 0.3 tons                      | 0.2 tons                      |
| └ Global                                | 0.3 tons                      | 0.4 tons                      | 0.4 tons                      |
| <b>VOCs (excluding PRTR substances)</b> |                               |                               |                               |
| └ Domestic                              | 14.1 tons                     | 11.2 tons                     | 12.6 tons                     |
| └ Overseas                              | 3.2 tons                      | 5.3 tons                      | 6.6 tons                      |
| └ Global                                | 17.2 tons                     | 16.4 tons                     | 19.2 tons                     |

| Item                            | Data       |            |            |
|---------------------------------|------------|------------|------------|
|                                 | FY2022     | FY2021     | FY2020     |
| <b>Waste</b>                    |            |            |            |
| <b>Waste generated</b>          |            |            |            |
| └ Domestic                      | 1,529 tons | 1,843 tons | 2,169 tons |
| └ Overseas                      | 170 tons   | 165 tons   | 173 tons   |
| └ Global                        | 1,699 tons | 2,008 tons | 2,342 tons |
| <b>Volume of waste recycled</b> |            |            |            |
| └ Domestic                      | 905 tons   | 996 tons   | 864 tons   |
| └ Overseas                      | 77 tons    | 77 tons    | 60 tons    |
| └ Global                        | 983 tons   | 1,073 tons | 924 tons   |
| <b>Final disposal</b>           |            |            |            |
| └ Domestic                      | 18 tons    | 39 tons    | 20 tons    |
| └ Overseas                      | 26 tons    | 20 tons    | 36 tons    |
| └ Global                        | 44 tons    | 59 tons    | 55 tons    |

## Climate Change Initiatives >

### Reduction of Greenhouse Gas Emissions

#### Scope 1 Greenhouse gas emissions

|   |                                       |                                       |                                       |
|---|---------------------------------------|---------------------------------------|---------------------------------------|
| └ From domestic base petroleum fuel use       | 8.2 thousand tons-CO <sub>2</sub> eq  | 8.8 thousand tons-CO <sub>2</sub> eq  | 9.3 thousand tons-CO <sub>2</sub> eq  |
| └ From domestic base gas fuel use             | 10.8 thousand tons-CO <sub>2</sub> eq | 11.6 thousand tons-CO <sub>2</sub> eq | 12.9 thousand tons-CO <sub>2</sub> eq |
| └ From domestic base leakage of fluorocarbons | 0.8 thousand tons-CO <sub>2</sub> eq  | 0.1 thousand tons-CO <sub>2</sub> eq  | 0.1 thousand tons-CO <sub>2</sub> eq  |
| └ From overseas base petroleum fuel use       | 0.2 thousand tons-CO <sub>2</sub> eq  | 0.2 thousand tons-CO <sub>2</sub> eq  | 0.2 thousand tons-CO <sub>2</sub> eq  |
| └ From overseas base gas fuel use             | 2.5 thousand tons-CO <sub>2</sub> eq  | 3.1 thousand tons-CO <sub>2</sub> eq  | 2.7 thousand tons-CO <sub>2</sub> eq  |
| └ Total global volume                         | 22.5 thousand tons-CO <sub>2</sub> eq | 23.8 thousand tons-CO <sub>2</sub> eq | 25.2 thousand tons-CO <sub>2</sub> eq |

#### Scope 2 Greenhouse gas emissions

|   |                                       |                                       |                                       |
|---|---------------------------------------|---------------------------------------|---------------------------------------|
| └ From domestic base purchases of electricity | 32.8 thousand tons-CO <sub>2</sub> eq | 35.2 thousand tons-CO <sub>2</sub> eq | 37.4 thousand tons-CO <sub>2</sub> eq |
| └ From overseas base purchases of electricity | 7.7 thousand tons-CO <sub>2</sub> eq  | 8.4 thousand tons-CO <sub>2</sub> eq  | 8.4 thousand tons-CO <sub>2</sub> eq  |
| └ Total global volume                         | 40.5 thousand tons-CO <sub>2</sub> eq | 43.6 thousand tons-CO <sub>2</sub> eq | 45.8 thousand tons-CO <sub>2</sub> eq |

| Item  | Data  |   |   |
|---|---|---|---|
|   | FY2022  | FY2021  | FY2020  |
| <b>Scope 1+2 Greenhouse gas emissions</b>   |   |   |   |
| └ Domestic  | 52.6 thousand tons-CO <sub>2</sub> eq                 | 55.7 thousand tons-CO <sub>2</sub> eq                 | 59.8 thousand tons-CO <sub>2</sub> eq                 |
| └ Overseas  | 10.3 thousand tons-CO <sub>2</sub> eq                 | 11.7 thousand tons-CO <sub>2</sub> eq                 | 11.3 thousand tons-CO <sub>2</sub> eq                 |
| └ Global  | 62.9 thousand tons-CO <sub>2</sub> eq                 | 67.4 thousand tons-CO <sub>2</sub> eq                 | 71.1 thousand tons-CO <sub>2</sub> eq                 |
| <b>Rate of reduction in amount of scope 1 + 2 greenhouse gas emissions (vs. fiscal 2019)</b>                            |   |   |   |
| └ Global  | 24%   | 19%   | 14%   |
| <b>Unit value of greenhouse gas emissions (energy from bases, Company-owned vehicle fuel, and leaked fluorocarbons)</b> |   |   |   |
| └ Global  | 0.118 thousand tons-CO <sub>2</sub> eq /1 billion yen | 0.175 thousand tons-CO <sub>2</sub> eq /1 billion yen | 0.188 thousand tons-CO <sub>2</sub> eq /1 billion yen |
| <b>Scope 3 Greenhouse gas emissions</b>   |   |   |   |
| └ Category 1<br>(Purchased goods and services)  | 665.0 thousand tons-CO <sub>2</sub> eq                | 588.9 thousand tons-CO <sub>2</sub> eq                | 571.9 thousand tons-CO <sub>2</sub> eq                |
| └ Category 2<br>(Capital goods)   | 20.2 thousand tons-CO <sub>2</sub> eq                 | 22.2 thousand tons-CO <sub>2</sub> eq                 | 20.2 thousand tons-CO <sub>2</sub> eq                 |
| └ Category 3<br>(Fuel and energy related activities not included in Scope 1 or 2)                                       | 10.3 thousand tons-CO <sub>2</sub> eq                 | 11.0 thousand tons-CO <sub>2</sub> eq                 | 11.7 thousand tons-CO <sub>2</sub> eq                 |
| └ Category 4<br>(Transport and delivery (upstream))   | 1.9 thousand tons-CO <sub>2</sub> eq                  | 2.0 thousand tons-CO <sub>2</sub> eq                  | 2.2 thousand tons-CO <sub>2</sub> eq                  |
| └ Category 5<br>(Waste generated in operations)   | 1.2 thousand tons-CO <sub>2</sub> eq                  | 1.6 thousand tons-CO <sub>2</sub> eq                  | 2.1 thousand tons-CO <sub>2</sub> eq                  |
| └ Category 6<br>(Business travel)   | 0.8 thousand tons-CO <sub>2</sub> eq                  | 0.9 thousand tons-CO <sub>2</sub> eq                  | 0.9 thousand tons-CO <sub>2</sub> eq                  |
| └ Category 7<br>(Employee commuting)  | 1.1 thousand tons-CO <sub>2</sub> eq                  | 1.0 thousand tons-CO <sub>2</sub> eq                  | 1.3 thousand tons-CO <sub>2</sub> eq                  |
| └ Category 12<br>(End-of-life treatment of sold products)   | 0.3 thousand tons-CO <sub>2</sub> eq                  | 0.4 thousand tons-CO <sub>2</sub> eq                  | 0.3 thousand tons-CO <sub>2</sub> eq                  |
| └ Total global volume   | 700.9 thousand tons-CO <sub>2</sub> eq                | 628.0 thousand tons-CO <sub>2</sub> eq                | 610.6 thousand tons-CO <sub>2</sub> eq                |
| <b>Scope 1+2+3 Greenhouse gas emissions</b>   |   |   |   |
| └ Total global volume   | 763.8 thousand tons-CO <sub>2</sub> eq                | 695.4 thousand tons-CO <sub>2</sub> eq                | 681.7 thousand tons-CO <sub>2</sub> eq                |

| Item   | Data                          |                               |                               |
|--|-------------------------------|-------------------------------|-------------------------------|
|  | FY2022                        | FY2021                        | FY2020                        |
| <b>Reduction of Energy Consumption</b>                             |                               |                               |                               |
| <b>Energy used (Global)</b>  |                               |                               |                               |
| └ Petroleum fuel   | 122 thousand GJ               | 132 thousand GJ               | 154 thousand GJ               |
| └ Gas fuel   | 267 thousand GJ               | 294 thousand GJ               | 407 thousand GJ               |
| └ Electricity  | 804 thousand GJ               | 866 thousand GJ               | 1,119 thousand GJ             |
| └ Total  | 1,193 thousand GJ             | 1,291 thousand GJ             | 1,680 thousand GJ             |
| <b>Initiatives to Reduce Emissions of Greenhouse Gas</b>           |                               |                               |                               |
| <b>Rate of Company-owned vehicles that are hybrid vehicles</b>     | 67%                           | 64%                           | 64%                           |
| <b>Number of Company-owned vehicles (Domestic)</b>                 |                               |                               |                               |
| └ CO <sub>2</sub> emissions  | 3,520 t-CO <sub>2</sub>       | 3,576 t-CO <sub>2</sub>       | 3,131 t-CO <sub>2</sub>       |
| └ Rate of reduction in CO <sub>2</sub> emissions (vs. fiscal 2019) | 15%                           | 14%                           | 25%                           |
| <b>Fluorocarbons</b>   |                               |                               |                               |
| └ Amount of fluorocarbon destroyed (Domestic)                      | 165 kg                        | 560 kg                        | 1,416 kg                      |
| └ Amount of leakage (Domestic)                                     | 179 kg                        | 68 kg                         | 67 kg                         |
| └ Amount of leakage (Domestic)                                     | 799 t-CO <sub>2</sub> eq      | 117 t-CO <sub>2</sub> eq      | 117 t-CO <sub>2</sub> eq      |
| <b>Water Resource Initiatives &gt;</b>                             |                               |                               |                               |
| <b>Effective Use of Water Resources</b>                            |                               |                               |                               |
| <b>Amount of water withdrawal (Global)</b>                         |                               |                               |                               |
| └ Supplied water / Industrial water                                | 3,294 thousand m <sup>3</sup> | 3,553 thousand m <sup>3</sup> | 4,449 thousand m <sup>3</sup> |
| └ Fresh surface water (rivers)                                     | 490 thousand m <sup>3</sup>   | 586 thousand m <sup>3</sup>   | 750 thousand m <sup>3</sup>   |
| └ Groundwater  | 9 thousand m <sup>3</sup>     | 14 thousand m <sup>3</sup>    | 20 thousand m <sup>3</sup>    |
| └ Total  | 3,792 thousand m <sup>3</sup> | 4,152 thousand m <sup>3</sup> | 5,219 thousand m <sup>3</sup> |
| └ Rate of reduction of water withdrawal (vs. fiscal 2019)          | 37%                           | 31%                           | 13%                           |
| <b>Amount of wastewater (Global)</b>                               |                               |                               |                               |
| └ Rivers   | 3,151 thousand m <sup>3</sup> | 3,374 thousand m <sup>3</sup> | 4,204 thousand m <sup>3</sup> |
| └ Ocean  | 307 thousand m <sup>3</sup>   | 477 thousand m <sup>3</sup>   | 609 thousand m <sup>3</sup>   |
| └ Sewer system   | 95 thousand m <sup>3</sup>    | 147 thousand m <sup>3</sup>   | 166 thousand m <sup>3</sup>   |
| └ Total  | 3,553 thousand m <sup>3</sup> | 3,999 thousand m <sup>3</sup> | 4,979 thousand m <sup>3</sup> |

| Item   | Data       |            |            |
|--|------------|------------|------------|
|  | FY2022     | FY2021     | FY2020     |
| <b>Initiatives to Reduce Waste and Reuse Resources &gt;</b>                      |            |            |            |
| <b>Reduction of Waste and Proper Management</b>                                  |            |            |            |
| <b>Amount of waste generation (Domestic)</b>                                     |            |            |            |
| └ Waste generation   | 1,529 tons | 1,843 tons | 2,169 tons |
| └ Rate of reduction in amount of waste generated (vs. fiscal 2019)               | 35%        | 22%        | 8%         |
| └ Rate of reduction in amount of waste generated (vs. previous fiscal year)      | 17%        | 15%        | 8%         |
| <b>Amount of final waste disposed (Domestic)</b>                                 |            |            |            |
| └ Amount of final disposal   | 18.5 tons  | 38.9 tons  | 19.8 tons  |
| └ Rate of reduction in amount of final waste disposed (vs. fiscal 2019)          | 52%        | -1.9%      | 48%        |
| └ Rate of reduction in amount of final waste disposed (vs. previous fiscal year) | 52%        | -96%       | 48%        |
| └ Final waste disposal rate  | 1.2%       | 2.1%       | 0.9%       |
| <b>Amount of waste recycled (Domestic)</b>                                       |            |            |            |
| └ Amount recycled  | 905 tons   | 996 tons   | 864 tons   |
| └ Recycling rate   | 59%        | 54%        | 40%        |
| <b>Waste plastic emissions (Domestic)</b>  |            |            |            |
| └ Emissions  | 179 tons   | 300 tons   | 262 tons   |
| └ Rate of reduction in amount of emissions (vs. previous fiscal year)            | 41%        | -15%       | 23%        |
| <b>Amount of waste plastic recycled (Domestic)</b>                               |            |            |            |
| └ Amount recycled  | 104 tons   | 156 tons   | 143 tons   |
| └ Recycling rate   | 58%        | 52%        | 54%        |

| Item  | Data      |            |           |
|---|-----------|------------|-----------|
|   | FY2022    | FY2021     | FY2020    |
| <b>Initiatives to prevent pollution &gt;</b>                            |           |            |           |
| <b>Prevention of Water Pollution</b>                                    |           |            |           |
| <b>Air pollutant emissions (Domestic)</b>                               |           |            |           |
| ↳ NOx   | 5.0 tons  | 6.1 tons   | 7.0 tons  |
| ↳ SOx   | 1.8 tons  | 1.9 tons   | 2.3 tons  |
| ↳ Particulate matter  | 0.1 tons  | 0.2 tons   | 0.1 tons  |
| <b>PRTR Substances and VOC</b>  |           |            |           |
| <b>Environmental impact on public water bodies (Domestic)</b>           |           |            |           |
| ↳ BOD   | 5.7 tons  | 4.2 tons   | 6.3 tons  |
| ↳ COD   | 10.9 tons | 8.7 tons   | 14.6 tons |
| ↳ Nitrogen  | 2.6 tons  | 3.4 tons   | 4.6 tons  |
| ↳ Phosphorus  | 0.1 tons  | 0.2 tons   | 0.4 tons  |
| <b>Emission of PRTR (Domestic)</b>                                      |           |            |           |
| ↳ Amount of PRTR Class I designated chemical substances handled         | 56 tons   | 72 tons    | 91 tons   |
| ↳ Air emissions of PRTR Class I designated chemical substances          | 0.4 tons  | 0.8 tons   | 1.5 tons  |
| ↳ Public water emissions of PRTR Class I designated chemical substances | 0.0 tons  | 0.1 tons   | 0.1 tons  |
| ↳ Total PRTR emission volume (air and public waters)                    | 0.4 tons  | 1 tons     | 2 tons    |
| <b>Emission of VOC (excluding PRTR) (Domestic)</b>                      |           |            |           |
| ↳ Amount of VOCs (Excluding PRTR regulated substances) handled          | 968 tons  | 1,007 tons | 886 tons  |
| ↳ Air emissions of VOCs (Excluding PRTR regulated substances)           | 22.3 tons | 21.0 tons  | 29.8 tons |
| ↳ Public water emissions of VOCs (Excluding PRTR regulated substances)  | 14.1 tons | 11.2 tons  | 12.6 tons |
| ↳ Total VOC emissions excluding PRTR substances (air and public waters) | 36.3 tons | 32.2 tons  | 42.4 tons |

**Initiatives directed at Yokohama City's global warming countermeasures plan system**

[Plan \(Japanese language only\)](#)  
[PDF: 298KB]



[Implementation status report \(Japanese language only\)](#) [PDF: 458KB]



| Item                                    | Data            |                 |                 |
|---|-----------------|-----------------|-----------------|
|   | FY2022          | FY2021          | FY2020          |
| <b>Environmental Accounting &gt;</b>    |                 |                 |                 |
| <b>Environmental Accounting</b>         |                 |                 |                 |
| <b>Environmental conservation costs</b> |                 |                 |                 |
| <b>↳ Invested</b>                       |                 |                 |                 |
| ↳ Pollution prevention                  | 68 million yen  | 11 million yen  | 10 million yen  |
| ↳ Global environmental protection       | 101 million yen | 0 million yen   | 0 million yen   |
| ↳ Recycling and reuse of resources      | 3 million yen   | 2 million yen   | 0 million yen   |
| ↳ Upstream and downstream activities    | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Administrative activities             | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Research and development              | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Community activities                  | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Environmental damage compensation     | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Total                                 | 172 million yen | 13 million yen  | 10 million yen  |
| <b>↳ Expended</b>                       |                 |                 |                 |
| ↳ Pollution prevention                  | 278 million yen | 280 million yen | 272 million yen |
| ↳ Global environmental protection       | 16 million yen  | 22 million yen  | 10 million yen  |
| ↳ Recycling and reuse of resources      | 98 million yen  | 127 million yen | 137 million yen |
| ↳ Upstream and downstream activities    | 1 million yen   | 3 million yen   | 5 million yen   |
| ↳ Administrative activities             | 127 million yen | 156 million yen | 176 million yen |
| ↳ Research and development              | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Community activities                  | 0 million yen   | 0 million yen   | 0 million yen   |
| ↳ Environmental damage compensation     | 1 million yen   | 4 million yen   | 7 million yen   |
| ↳ Total                                 | 521 million yen | 592 million yen | 607 million yen |

| Item  | Data                                |                                     |                                     |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
|   | FY2022                              | FY2021                              | FY2020                              |
| <b>Environmental Conservation Effects</b>   |                                     |                                     |                                     |
| └ Domestic environmental performance indicators   |                                     |                                     |                                     |
| └ Energy consumption  | 1,009 thousand GJ                   | 1,080 thousand GJ                   | 1,166 thousand GJ                   |
| └ Amount of water withdrawal  | 3,706 thousand m <sup>3</sup>       | 4,056 thousand m <sup>3</sup>       | 5,130 thousand m <sup>3</sup>       |
| └ Scope 1 + 2 greenhouse gas emissions  | 53 thousand tons-CO <sub>2</sub> eq | 56 thousand tons-CO <sub>2</sub> eq | 60 thousand tons-CO <sub>2</sub> eq |
| └ SOx emissions   | 1.8 tons                            | 1.9 tons                            | 2.3 tons                            |
| └ NOx emissions   | 5.0 tons                            | 6.1 tons                            | 7.0 tons                            |
| └ Amount of waste generation  | 1,529 tons                          | 1,843 tons                          | 2,169 tons                          |
| └ Amount of waste recycled  | 905 tons                            | 996 tons                            | 864 tons                            |
| └ Amount of final waste disposed  | 18 tons                             | 39 tons                             | 20 tons                             |
| └ Wastewater output   | 3,497 thousand m <sup>3</sup>       | 3,937 thousand m <sup>3</sup>       | 4,913 thousand m <sup>3</sup>       |
| └ Amount of PRTR substances handled   | 56 tons                             | 72 tons                             | 91 tons                             |
| └ BOD pollution load  | 5.7 tons                            | 4.2 tons                            | 6.3 tons                            |
| └ COD pollution load  | 10.9 tons                           | 8.7 tons                            | 14.6 tons                           |
| <b>Economic benefits related to environmental protection</b>                            |                                     |                                     |                                     |
| └ Environmental protection initiatives  |                                     |                                     |                                     |
| └ Cost reductions through energy conservation and updating to high-efficiency equipment | 6,829 thousand yen                  | —                                   | —                                   |
| └ Income from recycling   | 18,351 thousand yen                 | —                                   | —                                   |
| └ Cost reductions through recycling and conservation of resources                       | 547 thousand yen                    | —                                   | —                                   |

## Together with Patients and Healthcare Professionals

| Item  | Data          |               |               |
|---|---------------|---------------|---------------|
|   | FY2022        | FY2021        | FY2020        |
| <b>Stable Supply &gt;</b>   |               |               |               |
| <b>Stable Supply of Pharmaceuticals</b>   |               |               |               |
| <b>Mitsubishi Tanabe Pharma Group's manufacturing plants</b>  |               |               |               |
| └ Domestic  | 2             | 2             | 2             |
| └ Overseas  | 4             | 4             | 4             |
| <b>Information Provision &gt;</b>   |               |               |               |
| <b>MR's Responsibility: Collecting Data and Providing Information to Medical Institutions</b>   |               |               |               |
| <b>Number of general and specialized medical representatives (MRs) (Domestic Group)</b>   | —             | Approx. 1,400 | Approx. 1,500 |
| <b>Number of general and specialized medical representatives (MRs) (Overseas Group)</b>   | Approx. 430   | Approx. 500   | Approx. 590   |
| <b>Providing Information through Websites</b>   |               |               |               |
| <b>Number of health support site visitors</b>   | 24.25 million | 31.44 million | 25.79 million |
| <b>Providing Comprehensive Information through the Medical Information Center</b>   |               |               |               |
| <b>Number of inquiries to the Medical Information Center*</b>   | 36,235        | 44,886        | 45,773        |
| * The number of inquiries decreased since the sales of some products were relegated to other companies in fiscal 2018. The Company Q&A website is receiving an increasing number of hits. |               |               |               |
| <b>Drug Safety / Quality Assurance &gt;</b>   |               |               |               |
| <b>Pharmaceutical Safety Training</b>   |               |               |               |
| <b>Pharmaceutical safety training (All employees, including executive officers)</b>   | Once a year   | Once a year   | Once a year   |
| <b>Solving Issues Related to Improving Access to Healthcare &gt;</b>  |               |               |               |
| <b>Promotion of R&amp;D &gt;</b>  |               |               |               |
| <b>Participation in the Global Health Innovative Technology Fund</b>  | ✓             | ✓             | ✓             |

## Together with Employees

| Item  | Data   |        |        |
|---|--------|--------|--------|
|   | FY2022 | FY2021 | FY2020 |
| Human Resources Development >   |        |        |        |
| <b>Basic Human Resources Policy</b>   |        |        |        |
| <b>Number of employees (as of March 31)</b>   |        |        |        |
| ↳ Consolidated  | 6,370  | 6,697  | 6,728  |
| ↳ Non-consolidated  | 3,107  | 3,278  | 3,383  |
| ↳ Men   | 2,354  | 2,490  | 2,593  |
| ↳ Women   | 753    | 788    | 790    |
| <b>Number of new graduates hired<br/>*Entering company on April 1 of<br/>following year</b> |        |        |        |
| ↳ Men   | 8      | 11     | 8      |
| ↳ Women   | 9      | 12     | 12     |
| <b>Number of mid-career employees<br/>hired</b>   |        |        |        |
| ↳ Men   | 18     | 37     | 31     |
| ↳ Women   | 6      | 10     | 9      |
| <b>Number of temporary employees<br/>*Group (Domestic)</b>                                  |        |        |        |
|   | 163    | 98     | 150    |
| <b>Average age of employees</b>   |        |        |        |
|   | 46.3   | 45.9   | 45.3   |
| <b>Average years of continuous service<br/>for employees</b>                                |        |        |        |
|   | 20.4   | 20.1   | 19.7   |
| <b>Employee turnover rate (voluntary<br/>turnover only)<br/>*Group (Domestic)</b>           |        |        |        |
|   | 2.91%  | 1.78%  | 2.00%  |
| <b>Enhancing Personnel Training</b>   |        |        |        |
| <b>In-house group training average time<br/>per year (Domestic)</b>                         | 1.9    | 2.6    | 2.7    |

| Item  | Data         |              |              |
|---|--------------|--------------|--------------|
|   | FY2022       | FY2021       | FY2020       |
| <b>Promoting Diversity &amp; Inclusion &gt;</b>   |              |              |              |
| <b>Actively Utilizing Diverse Human Resources</b>   |              |              |              |
| <b>Number of employees by region</b>  |              |              |              |
| └ Japan   | 4,217        | 4,392        | 4,529        |
| └ North America   | 854          | 922          | 775          |
| └ EMEA (Europe, Middle East, Africa)  | 229          | 223          | 213          |
| └ Asia / Oceania  | 1,070        | 1,160        | 1,211        |
| <b>Percentage of female employees with subsection managers or higher or in management positions</b> |              |              |              |
| <b>*As of April 1</b>   |              |              |              |
| └ Subsection managers or higher   | 17.9%        | 17.9%        | 16.9%        |
| └ Management positions  | 12.9%        | 12.2%        | 11.9%        |
| <b>Percentage of female employees</b>   | <b>24.3%</b> | <b>24.0%</b> | <b>23.4%</b> |
| <b>Supporting Active Careers for People with Disabilities</b>                                       |              |              |              |
| <b>Employment rate of people with disabilities</b>  | <b>2.69%</b> | <b>2.66%</b> | <b>2.59%</b> |
| <b>*Group (Domestic)</b>  |              |              |              |
| <b>Supporting Diverse Working Styles</b>  |              |              |              |
| <b>Utilization of leave and shorter workdays for childcare</b>                                      |              |              |              |
| <b>*Group (Domestic)</b>  |              |              |              |
| └ Childcare leave   | 152          | 242          | 196          |
| └ Men   | 99           | 131          | 113          |
| └ Women   | 53           | 111          | 83           |
| └ Shorter workdays for childcare  | 122          | 110          | 114          |
| <b>Utilization of leave and shorter workdays for nursing care</b>                                   |              |              |              |
| <b>*Group (Domestic)</b>  |              |              |              |
| └ Nursing-care leave  | 2            | 1            | 2            |
| └ Shorter workdays for nursing care   | 6            | 4            | 1            |
| <b>Building Sound Labor-Management Relations</b>  |              |              |              |
| <b>Percentage of employees with right to collective bargaining (as of March 31)</b>                 | <b>72.0%</b> | <b>72.4%</b> | <b>73.9%</b> |
| <b>*Group (Domestic)</b>  |              |              |              |

| Item  | Data        |             |               |
|---|-------------|-------------|---------------|
|   | FY2022      | FY2021      | FY2020        |
| <b>Occupational Health and Safety &gt;</b>  |             |             |               |
| <b>Occupational Health and Safety Initiatives</b>   |             |             |               |
| <b>Lost time injury frequency rate (LTIFR) (Domestic)</b>                                     |             |             |               |
| ↳ Mitsubishi Tanabe Pharma Group  | 0.13        | 0.11        | 0.12          |
| ↳ (Reference) Pharmaceutical industry average   | 1.29        | 1.03        | 1.02          |
| ↳ (Reference) Manufacturing industry average  | 1.25        | 1.31        | 1.21          |
| <b>Industrial accident severity rate*1</b>  | 0.001070    | 0.000900    | 0.007675      |
| <b>Number of deaths due to industrial accidents</b>   | 0           | 0           | 0             |
| <b>Employee Health Management</b>   |             |             |               |
| <b>Overtime work (number of people with over 360 hours overtime a year) *Group (Domestic)</b> | 86          | 134         | 140           |
| <b>Rate of taking paid time off *Group (Domestic)</b>   |             |             |               |
| ↳ Average number of days used   | 16.6        | 15.3        | 15.2          |
| ↳ Average rate of use   | 77.1%       | 71.3%       | 70.7%         |
| <b>Percentage receiving health examinations</b>   | 99.9%       | 99.9%       | 99.9%         |
| <b>Percentage receiving stress checks</b>   | 98.7%       | 96.7%       | 97.6%         |
| <b>Employee Survey</b>  |             |             |               |
| <b>Frequency of conducting survey</b>   | Once a year | Once a year | Not conducted |
| ↳ Number of responses   | 5,258       | 4,866       | —             |
| ↳ Response rate   | 87.49%      | 77.02%      | —             |

\*1 Industrial accident severity rate: Indicator that shows the degree of seriousness of industrial accidents by using the number of working days lost due to industrial accidents per 1,000 hours worked (higher numbers indicate more severe accidents)

## Together with the Local Community

| Item  | Data               |                    |                    |
|---|--------------------|--------------------|--------------------|
|   | FY2022             | FY2021             | FY2020             |
| <b>Contributions to Medical Care and Welfare &gt;</b>   |                    |                    |                    |
| <b>Support for Patients with Intractable Diseases and their Families</b>  |                    |                    |                    |
| <b>Support for intractable disease patient organizations: The Mitsubishi Tanabe Pharma Tenohira Partner Program</b> | 16                 | 13                 | 15                 |
| <b>Amount of monetary support</b>   | 8.87 million yen   | 8.24 million yen   | 10 million yen     |
| <b>Contributing to Developing Countries</b>   |                    |                    |                    |
| <b>TABLE FOR TWO (TFT)</b>  |                    |                    |                    |
| ↳ Number of meals contributed from the TFT menu   | 2,303 meals        | 2,500 meals        | 2,246 meals        |
| ↳ Number of meals contributed from TFT vending machines   | 2,244 meals        | 5,660 meals        | 6,401 meals        |
| <b>Participating in vaccine support activities</b>  |                    |                    |                    |
| ↳ Amount of contributions<br>*Matching donations from Company included from FY2017                                  | 185,612 yen        | 692,660 yen        | 264,192 yen        |
| ↳ Polio vaccine (estimate)  | 9,281 doses        | 34,633 doses       | 13,210 doses       |
| <b>Development of Science and Technology &gt;</b>   |                    |                    |                    |
| <b>Support for Research Foundations</b>   |                    |                    |                    |
| <b>Grants of the SENSHIN Medical Research Foundation</b>  |                    |                    |                    |
| Number of research grants   | 108                | 110                | 106                |
| Amount of monetary support  | 13,700 million yen | 14,300 million yen | 13,700 million yen |
| <b>Grants of the Japan Foundation for Applied Enzymology</b>  |                    |                    |                    |
| Number of research grants   | 159                | 160                | 148                |
| Amount of monetary support  | 88.5 million yen   | 82.7 million yen   | 74.3 million yen   |
| <b>Promotion of Local Communities &gt;</b>  |                    |                    |                    |
| <b>Number of visitors to the historical museum</b><br>*Including viewers of the "Virtual Tour" video in FY2020      | 3,362              | 546                | 841                |
| <b>Number of visitors to the Yoshitomi Summer Festival</b>  | 1200               | Not held           | Not held           |

| Item   | Data            |                 |                 |
|--|-----------------|-----------------|-----------------|
|  | FY2022          | FY2021          | FY2020          |
| <b>Others</b>  |                 |                 |                 |
| <b>Amount of donations related to social contribution</b>        | 752 million yen | 784 million yen | 918 million yen |
| <b>Number of people taking days off for volunteer activities</b> | 1               | 2               | 17              |



# GRI Standard Comparative Table

|                         |   |
|-------------------------|---|
| <b>Statement of use</b> | Mitsubishi Tanabe Pharma Corporation has reported the information cited in this GRI Standard Comparative Table for the period from April 1, 2022, to March 31, 2023, with reference to the GRI Standards. |
| <b>GRI 1 used</b>       | GRI 1: Foundation 2021  |

## General Disclosures

### 1. The organization and its reporting practices

|                             | Disclosure |  | Page                 |
|-----------------------------|------------|--|----------------------|
| General Disclosures<br>2021 | 2-1        | Organizational details   | > Business Outline   |
|                             |            |  | > Network            |
|                             |            |  | > Group Companies    |
|                             | 2-2        | Entities included in the organization's sustainability reporting | > Network            |
|                             |            |  | > Group Companies    |
|                             | 2-3        | Reporting period, frequency and contact point                    | > Editorial Policies |

### 2. Activities and workers

|                             |                               |  |                                  |
|-----------------------------|-------------------------------|--|----------------------------------|
| General Disclosures<br>2021 | 2-6                           | Activities, value chain and other business relationships | > Business Outline               |
|                             | 2-7                           | Employees  | > Business Outline               |
|                             |                               |  | > Data (Together with Employees) |
| 2-8                         | Workers who are not employees | > Data (Together with Employees)                         |                                  |

### 3. Governance

|                             |      |   |  |
|-----------------------------|------|---|--|
| General Disclosures<br>2021 | 2-9  | Governance structure and composition  | > About Us   |
|                             | 2-12 | Role of the highest governance body in overseeing the management of impacts | > Environmental Management   |
|                             | 2-13 | Delegation of responsibility for managing impacts                           | > Environmental Management (Environmental Management Promotion System) |
|                             | 2-16 | Communication of critical concerns  | > Risk Management<br>> Environmental Management                        |

### 4. Strategy, policies and practices

|                             |  |  |                            |
|-----------------------------|--|--|----------------------------|
| General Disclosures<br>2021 | 2-22   | Statement on sustainable development strategy  | > About Us                 |
|                             | 2-23   | Policy commitments   | > Policies                 |
|                             |  |  | > Respect for Human Rights |
|                             | 2-24   | Embedding policy commitments   | > Compliance               |
|                             |  |  | > Respect for Human Rights |
|                             | 2-25   | Processes to remediate negative impacts  | > Compliance               |
|                             |  |  | > Respect for Human Rights |
| 2-26                        | Mechanisms for seeking advice and raising concerns | > Compliance   |                            |
|                             |  | > Respect for Human Rights   |                            |
| 2-27                        | Compliance with laws and regulations               | > Compliance<br>> Environmental Management (Status of Environmental Accidents/Violations of Environmental Laws and Regulations)                                |                            |
| 2-28                        | Membership associations                            | KEIDANREN (Japan Business Federation), Federation of Pharmaceutical Manufacturers' Associations of Japan, Japan Pharmaceutical Manufacturers Association, etc. |                            |

### 5. Stakeholder engagement

|                             |      |                                    |   |
|-----------------------------|------|------------------------------------|---|
| General Disclosures<br>2021 | 2-29 | Approach to stakeholder engagement | > Stakeholder Engagement  |
|                             | 2-30 | Collective bargaining agreements   | > Promoting Diversity & Inclusion (Building Sound Labor-Management Relations) |

## Material Topics

|                      | Disclosure |                                      | Page              |
|----------------------|------------|--------------------------------------|-------------------|
| Material Topics 2021 | 3-1        | Process to determine material topics | > Materiality     |
|                      | 3-2        | List of material topics              | > Materiality     |
|                      | 3-3        | Management of material topics        | > Risk Management |

## Economic

### Indirect Economic Impacts

|   | Disclosure |   | Page   |
|---|------------|---|--|
| GRI 203 :<br>Indirect Economic Impacts 2016 | 203-1      | Infrastructure investments and services supported | > Solving Issues Related to Improving Access to Healthcare |

### Anti-corruption

|                                   |       |  |  |
|-----------------------------------|-------|--|--|
| GRI 205 :<br>Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption                      | > Promotion of Fair Operating Practices (Initiatives to Prevent Bribery and Corruption)  |
|                                   | 205-2 | Communication and training about anti-corruption policies and procedures | > Promotion of Fair Operating Practices (Initiatives to Prevent Bribery and Corruption)<br>> Compliance  |
| GRI207:<br>Tax 2019               | 207-1 | Approach to tax  | <a href="#">MCG Group Global Tax Policy</a> .<br>[PDF : 256KB]  |
|                                   | 207-2 | Tax governance, control, and risk management                             | <a href="#">MCG Group Global Tax Policy</a> .<br>[PDF : 256KB]  |
|                                   | 207-3 | Stakeholder engagement and management of concerns related to tax         | <a href="#">MCG Group Global Tax Policy</a> .<br>[PDF : 256KB]  |

# Environmental

## Energy

|                                  | Disclosure |  | Page   |
|----------------------------------|------------|--|--|
| <b>GRI 302 :<br/>Energy 2016</b> | 302-1      | Energy consumption within the organization     | <a href="#">&gt; Targets &amp; Initiatives (Material balance)</a><br><a href="#">&gt; Climate Change Initiatives</a> |
|                                  | 302-2      | Energy consumption outside of the organization | <a href="#">&gt; Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)</a>           |
|                                  | 302-3      | Energy intensity                               | <a href="#">&gt; Climate Change Initiatives (Reduction of Greenhouse Gas (GHG) Emissions)</a>                        |
|                                  | 302-4      | Reduction of energy consumption                | <a href="#">&gt; Climate Change Initiatives</a>  |

## Water

|   |       |   |  |
|---|-------|---|--|
| <b>GRI 303 :<br/>Water and Effluents<br/>2018</b> | 303-1 | Interactions with water as a shared resource  | <a href="#">&gt; Targets &amp; Initiatives (Material balance)</a><br><a href="#">&gt; Water Resource Initiatives</a> |
|   | 303-2 | Management of water discharge-related impacts | <a href="#">&gt; Initiatives to Prevent Pollution (Water Pollution, Prevention of Soil and Groundwater)</a>          |
|   | 303-3 | Water withdrawal                              | <a href="#">&gt; Targets &amp; Initiatives (Material balance)</a><br><a href="#">&gt; Water Resource Initiatives</a> |
|   | 303-5 | Water consumption                             | <a href="#">&gt; Water Resource Initiatives</a>  |

## Biodiversity

|  |       |                                |   |
|--|-------|--------------------------------|---|
| <b>GRI 304 :<br/>Biodiversity 2016</b> | 304-3 | Habitats protected or restored | <a href="#">&gt; Biodiversity Initiatives</a> |
|--|-------|--------------------------------|---|

## Emissions

|                                     |       |   |   |
|-------------------------------------|-------|---|---|
| <b>GRI 305 :<br/>Emissions 2016</b> | 305-1 | Direct (Scope 1) GHG emissions  | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)</li> </ul> |
|                                     | 305-2 | Energy indirect (Scope 2) GHG emissions   | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)</li> </ul> |
|                                     | 305-3 | Other indirect (Scope 3) GHG emissions  | <ul style="list-style-type: none"> <li>&gt; Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)</li> </ul>  |
|                                     | 305-5 | Reduction of GHG emissions  | <ul style="list-style-type: none"> <li>&gt; Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)</li> </ul>  |
|                                     | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Initiatives to Prevent Pollution (Air Pollutant Emissions)</li> </ul>                            |

## Waste

|                                 |       |  |   |
|---------------------------------|-------|--|---|
| <b>GRI 306 :<br/>Waste 2020</b> | 306-1 | Waste generation and significant waste-related impacts | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Initiatives to Reduce Waste and Reuse Resources</li> </ul> |
|                                 | 306-2 | Management of significant waste-related impacts        | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Initiatives to Reduce Waste and Reuse Resources</li> </ul> |
|                                 | 306-3 | Waste generated  | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Initiatives to Reduce Waste and Reuse Resources</li> </ul> |
|                                 | 306-5 | Waste directed to disposal                             | <ul style="list-style-type: none"> <li>&gt; Targets &amp; Initiatives (Material balance)</li> <li>&gt; Initiatives to Reduce Waste and Reuse Resources</li> </ul> |

# Social

## Employment

|                                      | Disclosure |  | Page   |
|--------------------------------------|------------|--|--|
| <b>GRI 401 :<br/>Employment 2016</b> | 401-1      | New employee hires and employee turnover | > Data (Together with Employees)                                       |
|                                      | 401-3      | Parental leave                           | > Promoting Diversity & Inclusion (Support for Diverse Working Styles) |
|                                      |            |  | > Data (Together with Employees)                                       |

## Occupational Health and Safety

|  |                         |   |   |
|--|-------------------------|---|---|
| <b>GRI 403 :<br/>Occupational Health and Safety 2018</b> | 403-1                   | Occupational health and safety management system  | > Occupational Health and Safety        |
|  | 403-2                   | Hazard identification, risk assessment, and incident investigation  | > Occupational Health and Safety        |
|  | 403-3                   | Occupational health services  | > Occupational Health and Safety        |
|  | 403-4                   | Worker participation, consultation, and communication on occupational health and safety                       | > Occupational Health and Safety        |
|  | 403-5                   | Worker training on occupational health and safety   | > Occupational Health and Safety        |
|  | 403-6                   | Promotion of worker health  | > Occupational Health and Safety        |
|  | 403-7                   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | > Occupational Health and Safety        |
|  | 403-8                   | Workers covered by an occupational health and safety management system  | > Data (Occupational Health and Safety) |
|  | 403-9                   | Work-related injuries   | > Occupational Health and Safety        |
|  |                         |   | > Data (Occupational Health and Safety) |
| 403-10   | Work-related ill health | > Occupational Health and Safety  |   |

## Training and Education

|  |       |   |                               |
|--|-------|---|-------------------------------|
| <b>GRI 404 :<br/>Training and Education 2016</b> | 404-1 | Average hours of training per year per employee                           | > Human Resources Development |
|  | 404-2 | Programs for upgrading employee skills and transition assistance programs | > Human Resources Development |

## Diversity and Equal Opportunity

|   |       |  |                                  |
|---|-------|--|----------------------------------|
| <b>GRI 405 :<br/>Diversity and Equal<br/>Opportunity 2016</b> | 405-1 | Diversity of governance bodies and employees | > Data (Together with Employees) |
|---|-------|--|----------------------------------|

## Human Rights Assessment

|   |       |  |                            |
|---|-------|--|----------------------------|
| <b>GRI 412 :<br/>Human Rights<br/>Assessment 2016</b> | 412-2 | Employee training on human rights policies or procedures | > Respect for Human Rights |
|---|-------|--|----------------------------|

## Local Communities

|   |       |  |   |
|---|-------|--|---|
| <b>GRI 413 :<br/>Local Communities<br/>2016</b> | 413-1 | Operations with local community engagement, impact assessments, and development programs | > Promotion of Local Communities (Historical Museum, Doshomachi Museum Street, The Doshomachi Club, etc.) |
|---|-------|--|---|

## Customer Health and Safety

|  |       |   |                                   |
|--|-------|---|-----------------------------------|
| <b>GRI 416 :<br/>Customer Health and<br/>Safety 2016</b> | 416-1 | Assessment of the health and safety impacts of product and service categories | > Stable Supply                   |
|  |       |   | > Drug Safety / Quality Assurance |

## Marketing and Labeling

|  |       |   |   |
|--|-------|---|---|
| <b>GRI 417 :<br/>Marketing and<br/>Labeling 2016</b> | 417-1 | Requirements for product and service information and labeling | > Information Provision                 |
|  |       |   | > Stable Supply                         |
|  |       |   | > Promotion of Fair Operating Practices |



# Explanation of Terms

- **Appropriate use of pharmaceuticals**

Prescribing and preparing pharmaceuticals in their optimum form in regards to ingredient selection, formulation, and appropriate administration and dosage, based on a precise diagnosis. Also, encouraging patients to understand the prescribed drug, evaluating the efficacy and negative side effects, and reflecting the results in subsequent prescriptions. Appropriate use refers to this entire cycle.

- **Clinical trials**

Tests in which pharmaceuticals believed to have medical value are administered to patients as well as healthy subjects in order to determine their efficacy and side effects.

- **Pharmaceuticals and Medical Devices Law**

This is an abbreviated name for the Law on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical devices. On November 25, 2014, the name was changed from the Pharmaceutical Affairs Law to the current name.

- **E-learning**

A learning system conducted by means of electronic media including the PC and Internet.

- **Good Clinical Practice (GCP)**

Standards for conducting clinical trials of pharmaceuticals.

- **General Data Protection Regulation (GDPR)**

A new personal information protection framework instituted by the European Parliament, European Council and European Commission.

- **Good Laboratory Practice (GLP)**

Standards for conducting preclinical trials on pharmaceutical safety.

- **Good Manufacturing Practice (GMP)**

Standards for manufacturing and quality control of pharmaceutical and quasi-pharmaceuticals.

- **Good Post-marketing Study Practice (GPSP)**

Standards for conducting post-marketing surveillance and studies of pharmaceuticals.

- **Good Quality Practice (GQP)**

Standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices.

- **Good Vigilance Practice (GVP)**

Standards for post-manufacturing and marketing safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, medical devices, and regenerative medical products.

- **Good X Practice (GXP)**

A generic term meaning various good practice standards, where "X" is a variable and could be replaced by C for GCP (good clinical practice), L for GLP (good laboratory practice), M for GMP (good manufacturing practice), etc. These standards are set by the government or other public agencies to guarantee product safety and reliability during manufacturing, maintenance, storage, and distribution of any product, but most often used for products in the pharmaceutical industry.

- **ICH-GCP**

International good clinical practice (GCP) guidelines for pharmaceuticals related to tests and clinical trials, agreed to at the International Conference on Harmonization of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH).

- **Informed consent**

A process in which the doctor provides the patient with adequate information on medical care and obtains agreement from said patient.

- **Medical representative (MR)**

A pharmaceutical company's employee in charge of sales and providing medical information. An MR visits medical institutions, sells pharmaceuticals, and exchanges information regarding the quality, efficacy, safety, etc., of pharmaceuticals so as to ensure their proper use.

- **Modality**

Treatment methods, such as small molecule compounds, protein drugs, including peptide drugs and therapeutic antibodies, and nucleic acid drugs.

- **Proof of Concept (POC)**

Confirmation of efficacy and safety of a candidate substance for a new drug based on trials made on humans during the research stage.

- **Quality of Life (QOL)**

Criteria used to evaluate medical treatment to consider, in addition to simply judging the cure of a disease, whether a person is living his or her daily life with a sense of fulfillment and contentment, without a decline in either following the patient's treatment.

- **Self-medication**

Medicating oneself without the supervision of trained health professionals in order to mitigate health problems. This is done at one's own risk using products, information, and knowledge related to health and medical care available in one's own surroundings. This includes the use of over-the-counter (OTC) drugs to prevent or alleviate mild symptoms.

- **Unmet medical needs**

Medical needs that are not addressed adequately by existing therapies. The lack of effective therapies for these needs urgently requires the development of pharmaceuticals since little or no progress is being made.

# Company Overview

All figures are for the year ended March 2023 (FY2022)

## Mitsubishi Tanabe Pharma Corporation

**Headquarters** : 3-2-10, Dosho-machi, Chuo-ku, Osaka 541-8505, Japan  
**Representative** : Akihiro Tsujimura, representative director  
 Hiroaki Ueno, representative director  
**Incorporated** : December 13, 1933  
**Date of Merger** : October 1, 2007

**Capital Stock** : 50 billion yen  
**Business Activities** : Manufacture and sale of pharmaceuticals, centered on ethical drugs  
**Number of Employees** : 6,370 (consolidated), 3,107 (non-consolidated)



### Domestic Business Network

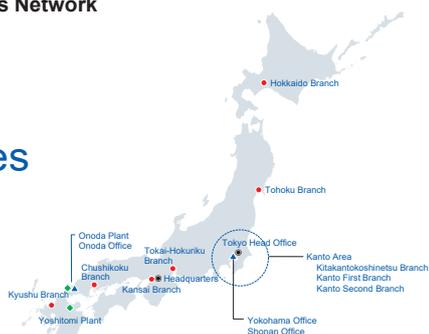
- Headquarters
- Tokyo Head Office

● Sales bases  
**9 branches**

▲ Research bases  
**3 offices**

◆ Subsidiary plants  
**2 sites**

(Mitsubishi Tanabe Pharma Factory Ltd.)



### Overseas Business Network

**15 sites**



## Business Field

Founded in 1678, Mitsubishi Tanabe Pharma (MTPC) is one of the oldest pharmaceutical companies focused on the ethical drug business. Its headquarters stands in Dosho-machi, Osaka, the birthplace of the pharmaceutical industry in Japan. MTPC sets the MISSION of "Creating hope for all facing illness." To that end, MTPC is working on the disease areas of central nervous system, immuno-inflammation, diabetes and kidneys, and cancer.

MTPC will help to improve the quality of life of patients and their families around the world through the provision of pharmaceuticals.



| Affected Area        | Central Nervous System  | Immuno-Inflammation   | Diabetes and Kidney  | Oncology  |
|----------------------|---|---|--|---|
| Mechanism            | The brain processes and makes decisions on information from the entire body. Damage to it or the nerves of the spinal cord can lead to various symptoms including abnormalities in sensory and motor functions. | This disease occurs when something causes the immune system—which normally protects the body—to become abnormally activated and attack healthy cells and tissues. | High blood sugar and high blood pressure caused by diabetes can lead to various complications. | Masses of cells that occur due to gene mutations are known as malignant tumors (cancer) if they invade tissue or metastasize. |
| Targeted Indications | Amyotrophic Lateral Sclerosis (ALS)<br>Tardive dyskinesia   | Inflammatory bowel disease<br>Erythropoietic protoporphyria   | Type 2 diabetes<br>Chronic kidney disease associated with Type 2 diabetes mellitus             | Oncology for rare diseases  |
| Key Markets          | United States, Japan  | United States, Japan  | Japan  | United States, Japan  |
| Focus                | Research and development<br>Sales   | Research and development<br>Sales   | Sales  | Research and development  |