

Sustainability Report

2024



Mitsubishi Tanabe Pharma



MITSUBISHI
CHEMICAL
GROUP

Contents

Editorial Policies	1	Society	
Mitsubishi Tanabe Pharma's Sustainability	2	Together with Patients and Healthcare Professionals	
Materiality	3	Research & Development	48
Stakeholder Engagement	10	Stable Supply	51
		Manufacturing Pharmaceuticals that are Secure, Safe, and Convenient to Use	55
Management		Information Provision	59
Code of Conduct	11	Drug Safety / Quality Assurance	68
Respect for Human Rights	12	Solving Issues Related to Improving Access to Healthcare	72
R&D Ethics	15	Together with Employees	
Compliance	16	Human Resources Development	77
Risk Management	18	Promoting Diversity & Inclusion	81
Promotion of Fair Operating Practices	20	Work-Style Innovation	89
		Occupational Health and Safety	92
Environment		Health and Productivity Management	96
Environmental Management	24	Together with Business Partners	
Targets & Initiatives	29	Establishment of a Sustainable Supply Chain	108
Climate Change Initiatives	33	Together with Local Communities and Society	
Water Resource Initiatives	38	Corporate Citizenship Policy	111
Initiatives to Reduce Waste and Recycle Resources	39	Contributions to Medical Care and Welfare	112
Initiatives to Prevent Pollution	41	Development of Science and Technology	119
Biodiversity Initiatives	44	Contributions to the Environment	120
Environmental Accounting	47	Promotion of Local Communities	123
		Activities Addressing Social Needs	129
		Other Related Information	
		External Evaluations	134
		Data	136
		GRI Standard Comparative Table	153
		Explanation of Terms	159
		Company Overview 2024	161

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 2023. 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 initiatives and activities of the Mitsubishi Chemical Group (the MCG Group).

The Sustainability Report 2024 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.

Applied Guidelines	<ul style="list-style-type: none">• Global Reporting Initiative (GRI) Sustainability Reporting Standard;• Environmental Reporting Guidelines, 2018 version, published by the Ministry of the Environment of Japan
Period covered	April 1, 2023, to March 31, 2024 (The report includes examples of activities from April 2024 and thereafter)
Issue timing	September 2024 (Previous report: September 2023; next report: September 2025)
Scope of reporting	Mitsubishi Tanabe Pharma and consolidated subsidiaries in Japan and overseas. (The scope of reporting could differ in accordance with the examples being reported.)
Contact information	> Contact Us

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."

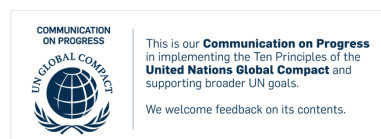
In February 2023, the MCG Group formulated a new Group Concept (Purpose, Slogan, Our Way). With "We lead with innovative solutions to achieve KAITEKI, the well-being of people and the planet." as our Purpose, the MCG Group has created the slogan "Science. Value. Life." This slogan expresses the three 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

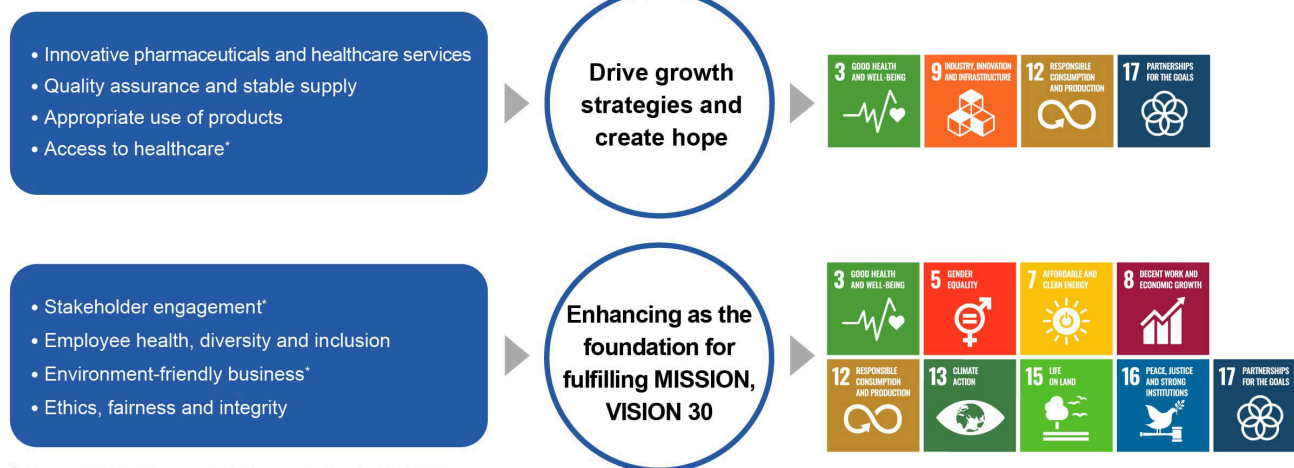
The Mitsubishi Tanabe Pharma Group believes that using our business to provide value to society and contribute to a sustainable society is integral to our corporate survival and growth. To clarify this belief and strengthen our efforts along those lines, in fiscal 2018, following the process outlined 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

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

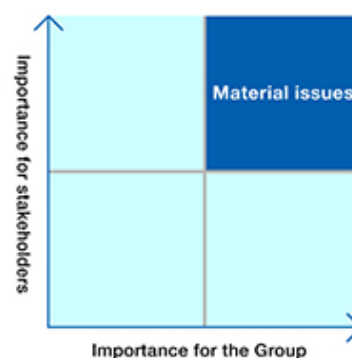
^{*1} Sustainability Accounting Standards Board. An NPO based in the U.S. that sets and discloses sustainability evaluation standards by industry. In 2021, it was integrated with the IIRC to establish the Value Reporting Foundation (VRF).

^{*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

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

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 FY2023 Results \[PDF: 243 KB\]](#)



① Innovative pharmaceuticals and healthcare services



Main Initiatives and Results					
		FY2023	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)	29	24 ^{*4}	13	(Global)
	Number of solutions provided to patients (Medium-Term Management Plan 21-25, cumulative)	5	3	0	(Global)
	Number of development pipelines	17	20	27	(Global)
	Awards received for drug discovery (total since 2007 merger)	22	21	21	(Global)
	Number of partnering projects (Medium-Term Management Plan 21-25, cumulative)	15	11	6	(Global)
	Medium-Term Management Plan 21-25 new product sales volume by year	<ul style="list-style-type: none"> 654 packs (Therapeutic drugs for neuromyelitis optica spectrum disorders) 27,651 packs (Therapeutic drugs for tardive dyskinesia) 91,023 packs (Therapeutic drugs for amyotrophic lateral sclerosis, oral suspension) 50,345 packs (5 combined vaccine) 	<ul style="list-style-type: none"> 299 packs (Therapeutic drugs for neuromyelitis optica spectrum disorders) 6,507 packs (Therapeutic drugs for tardive dyskinesia) 24,587 packs (Therapeutic drugs for amyotrophic lateral sclerosis, oral suspension) 	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					
		FY2023	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 Class II 2 Class III 0	Class I 0 Class II 1 Class III 0	Class I 0 Class II 1 Class III 0	(Japan)
	Customer satisfaction with questions about quality	91.2%	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					
		FY2023	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.)	105	84	77	(Global)
	Instances of safety information collected	Domestic: 22,893 Overseas: 42,393	Domestic: 20,200 Overseas: 49,600	Domestic: 14,600 Overseas: 54,100	(Global)

- **Initiative example:** [Together with Patients and Healthcare Professionals> Information Provision](#)

④ Access to healthcare



Main Initiatives and Results

		FY2023	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)	282	219	167	(Global)
	Number of health support website visitors	20.46 million	24.25 million	31.44 million	(Global)
	Number of pipelines for intractable and rare diseases	8	8 ^{*4}	9	(Global)
	Number of approvals for intractable and rare diseases (Medium-Term Management Plan 21-25)	4	4 ^{*4}	1	(Global)
	Number and stage of infectious disease treatment projects for developing countries	3(Non-clinical)	3(Non-clinical)	2(Non-clinical)	(Global)
	Number of health support programs in developing countries	Vaccine: 11,335 doses	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 Local Communities and Society> Contributions to Medical Care and Welfare](#)

⑤ Stakeholder engagement



Main Initiatives and Results

		FY2023	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)*1	77% (total favorable)*1	79% (total favorable)*1	(Global)
	Customer satisfaction survey results (7-point scale)	Overall satisfaction: 5.00 Sympathy: 5.09 Necessity: 5.51	Overall satisfaction: 5.11 Sympathy: 5.12 Necessity: 5.62	Overall satisfaction: 5.05 Sympathy: 5.09 Necessity: 5.56	(Japan)

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

⑥ Employee health, diversity and inclusion



Main Initiatives and Results

		FY2023	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)	85% (total favorable)*1	84% (total favorable)*1	85% (total favorable)*1	(Global)
	Employee survey results (Diversity and respect for individuals)	81% (total favorable)*1	79% (total favorable)*1	81% (total favorable)*1	(Global)
	Diversity of management	25.0%*5	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

		FY2023	FY2022	FY2021	Scope of data collection
Reducing environmental impact in corporate activities and educating employees to raise environmental awareness	GHG emissions (vs. fiscal 2019)	29.9% reduction	25.8% reduction ^{*2}	19.9% reduction ^{*2}	(Global)
	Amount of water withdrawal (vs. fiscal 2019)	38.1% reduction	37.5% reduction ^{*2}	31.4% reduction ^{*2}	(Global)
	Amount of final waste disposed (vs. fiscal 2019)	70.9% reduction	52.8% reduction ^{*2}	1.1% reduction ^{*2}	(Japan)

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

⑧ Ethics, fairness and integrity



Main Initiatives and Results

		FY2023	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)	96% (total favorable) ^{*1}	95% (total favorable) ^{*1*3}	4.51 points	(Global)
	Customer satisfaction survey results (7-point scale)	Compliance: 5.09 Confidence: 5.23	Compliance: 5.15 Confidence: 5.31	Compliance: 5.14 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.

^{*4}: FY2022 results were revised to account for some omissions and for revisions to aggregation methods.

^{*5}: Due to a reorganization of overseas consolidated companies, the companies targeted for aggregation were revised.



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.

> Multi-Stakeholder Policy (Japanese language only)

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

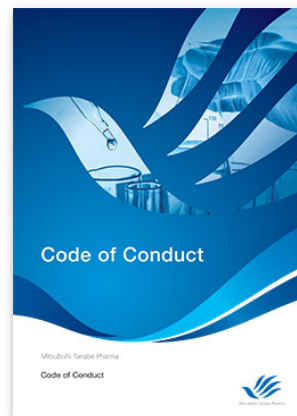
**Management**

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.

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](#)






Management

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

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 2023, we held training for new employees covering human rights in general. We also held e-learning-based training for all employees in the domestic Group that focused on hiring people with disabilities, in an effort to deepen the understanding of government initiatives in this area, and MTPC's* response to them.

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

* An abbreviation for Mitsubishi Tanabe Pharma Corporation

Diversity & Human Rights Slogan Contest

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 2023, employees at 12 Group companies in North America, Europe, Asia, the Middle East, and Japan submitted 661 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: "Diversity is potential—the limitless future that people create"

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.



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

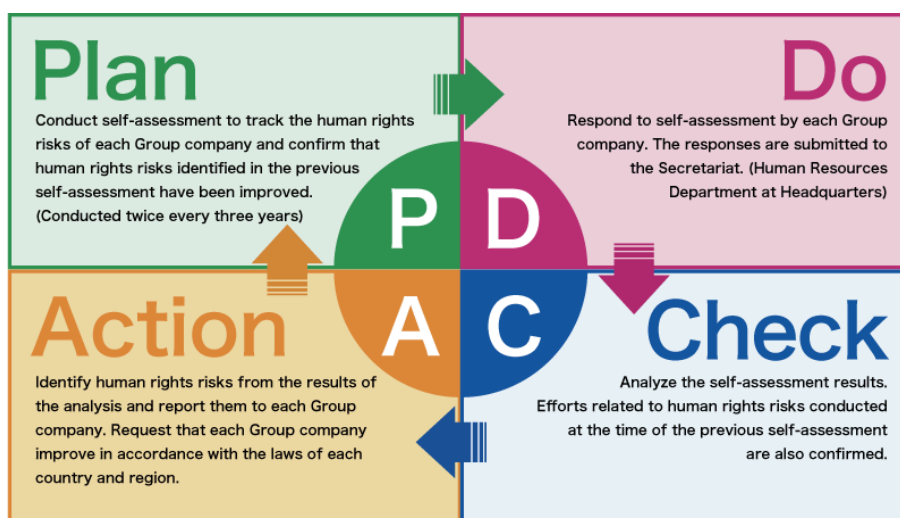
Human Rights Due Diligence*

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 2024, we plan to conduct a self-assessment of human rights, targeting the Group (including our overseas offices). This assessment is intended to assess human rights risks at each company and to check whether the human rights risks identified in the previous self-assessment have been improved. We will collect responses from each company and compare and evaluate the results with reference to those obtained in the previous assessment, and check the status of our efforts.

* 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

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, the internship application form for students, or the registration forms for career recruitment.



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 works as one with the Mitsubishi Chemical Group (the MCG Group) in our efforts to practice and promote compliance. 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 2023, we held annual compliance meetings at worksites throughout Japan. At these meetings, which are focused 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 content unique to specific regions as well as 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. In April 2024, we formulated our "Guidebook for Understand LGBTQ+," and are circulating it among our employees.

In November 2023, the management of the Japan Human Resources Department issued a message on eradicating harassment. We will hold harassment-prevention training on sexual harassment and alcohol-induced harassment to eliminate harassment and create comfortable workplaces.

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

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 

Crisis Management

The Group has created a business continuity plan (BCP) to address threats to the continuation of our business, such as natural disasters, outbreaks of infectious diseases, war, or acts of terrorism, and revises the plan as necessary to ensure a stable supply of pharmaceuticals to patients even in the event of such crises. We are also working to create systems that allow us to make decisions promptly and to improve our practical skills. To that end, we operate a platform intended to collect and share information when crises occur, and conduct training for executives and personnel responsible for critical operations that must continue during times of a crisis.

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](#)



Management

Promotion of Fair Operating Practices

Initiatives for Fair Business Practices

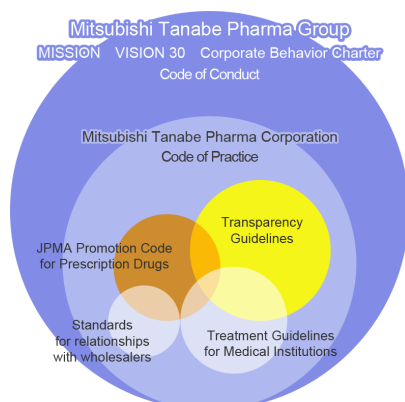
The Corporate Behavior Charter of the Mitsubishi Tanabe Pharma Group states that we will strive to maintain high ethical standards and place priority on fairness and integrity in all activities. Additionally, we formulated the Mitsubishi Tanabe Pharma Corporation Code of Practice and each activity is conducted in strict observance of the following independent standards.

- Mitsubishi Tanabe Pharma Promotion Code for Prescription Drugs
- Transparency Guidelines
- Global Policy for the Prevention of Bribery and Corruption
- Rules 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 (Japanese language only). 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 for persons other than healthcare professionals, 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
- Executives and employees of Group companies must also comply with this code
- Must be followed in promotion activities and all other corporate activities for healthcare professionals, medical institutions, etc.

Appropriate Promotion Activities Initiatives

Definition of Promotion

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

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 ethical drugs.

Additionally, in accordance with 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 have instituted our own Rules for Activities to Provide Sales Information on Ethical Drugs. Further, we have established the Appropriate Supervisory Committee that includes committee members from outside the company and is intended to provide advice on promotional materials and on the activities of the department that supervises the provision of sales information, and are working to promote the appropriate use of ethical drugs. For lectures that serve as opportunities to promote ethical drugs, we use explanatory materials to provide careful explanations to presenters in advance, thus ensuring the appropriateness of lectures at the Mitsubishi Tanabe Pharma Group.

Ensuring Transparency

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 appropriate drug usage and unjustifiable customer inducements and increase the transparency of transactions by restricting the provision of unjustifiable premiums.

Supervisory System

We established the Promotion Audit Department to supervise sales information provision activities in order 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

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.

➤ Initiatives related to transparency in relationships with medical institutions (Japanese language only) [□](#)

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

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 provisions and rewards to these patient organizations are disclosed on the Company's website.

➤ Initiatives related to transparency in relationships with patient organizations (Japanese language only) [□](#)

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.

In fiscal 2023, there were no incidences of violations or sanctions related to bribery or corruption at the Mitsubishi Tanabe Pharma Group.

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, executives 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 838 registered patents as of March 31, 2024.

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

The 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. 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. We also proactively disclose information on our environmental safety activities to society and promote communication 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 (the "MTPC Group") aim to be global research-driven pharmaceutical companies that are trusted by society, and actively strive to protect 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 of 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 enhance each and every employee's awareness on 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, so as 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. In accordance with our environmental and safety policy, we will set voluntary management standards for production and research bases that are stricter than those required by law with regard to water and air pollution, as well as complying with environmental laws and regulations. Additionally, we utilize regular internal audits and other measures to confirm the status of environmental compliance at each of our bases.

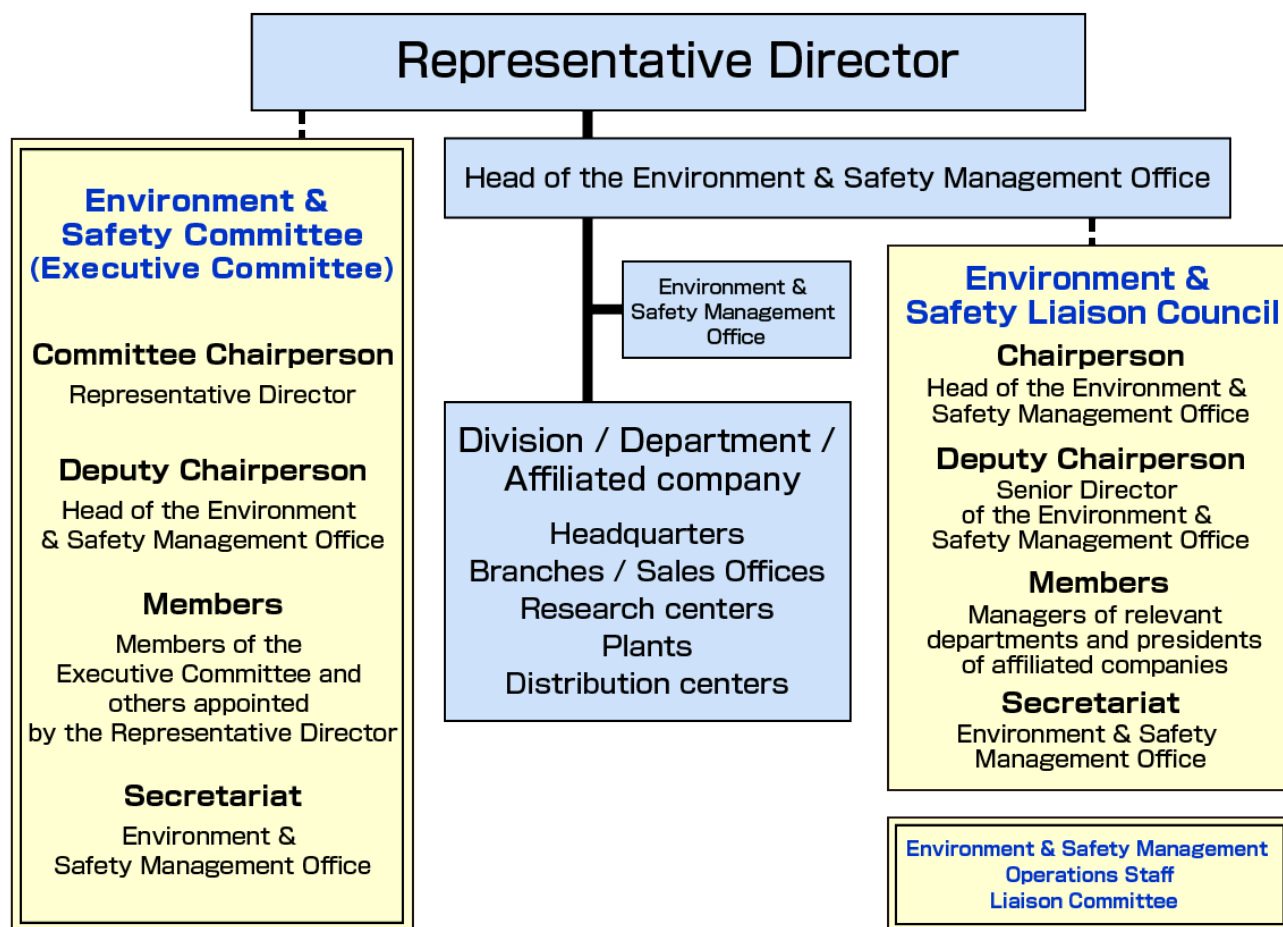
Environmental Management Promotion System

We are moving forward with a system of environmental management with the Representative Director in charge. Chaired 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 Group affiliated companies, and is overseen by the Head of the Environment & Safety Management Office, 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 Office 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 Mitsubishi Chemical Group (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, four 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
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, etc., 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 2023, environmental audits were conducted at five domestic bases (Yokohama Office, Shonan Office, Onoda Office, Onoda Plant, and Yoshitomi Plant). Overseas, audits were conducted at one base (Mitsubishi Tanabe Pharma Indonesia).

With reference to overseas audits in particular, remote audits have been conducted online since fiscal 2020 due to the spread of COVID-19. This year audits were performed onsite for the first time in four years, with the status of environmental activities confirmed, and initiatives and issues unique to each business location shared.



Audits being conducted

Priority items checked in audits

- Managerial and operational status of environment-related facilities, etc.
- Status of initiatives to reduce environmental impact
- Status of compliance with environmental laws and regulations and internal rules
- Status of compliance with revisions to regulations, etc. in accordance with changes in PRTR substances

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 fiscal 2023, we held basic training for new employees and MR, as well as specialist technical training regarding soil contamination for people responsible for environmental management at our bases.

Major training conducted in fiscal 2023

Training for new employees	<ul style="list-style-type: none">• Participants New employees of the domestic Group• Date of implementation April 2023• Description Mitsubishi Tanabe Pharma Group environmental targets and initiatives
Environmental training for MR	<ul style="list-style-type: none">• Participants Domestic MR employees• Date of implementation August 2023• Description Global trends in environmental issues, and initiatives of the pharmaceutical industry and the Group to address climate change and resource recycling
Environmental laws and regulations training	<ul style="list-style-type: none">• Participants People responsible for environmental management of domestic Group bases, and those wishing to do so• Date of implementation June 2023• Description Compliance with environmental laws and regulations
Training on the Soil Contamination Countermeasures Act	<ul style="list-style-type: none">• Participants People responsible for environmental management of domestic Group bases, and those wishing to do so• Date of implementation December 2023• Description Content of the Soil Contamination Countermeasures Act and future initiatives in that regard

Status of Environmental Accidents/Violations of Environmental Laws and Regulations

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



Environment

Targets & Initiatives

Medium-Term Environmental Action Plan 21-25

Mitsubishi Tanabe Pharma 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.



Raising GHG Emission Volume Reduction Targets






The Group has raised its greenhouse gas (GHG) emissions volume reduction targets for the Medium-Term Environmental Action Plan 21-25 based on the significant reductions anticipated in GHG emissions volumes through action plans intended to achieve this under an action plan to reduce these emissions that was decided on in-house for fiscal 2023.

GHG emission volume (Global: Scope 1 + 2)

- FY2025 target: 25% -> 58% reduction compared to FY2019
- FY2030 target: 45% -> 69% reduction compared to FY2019

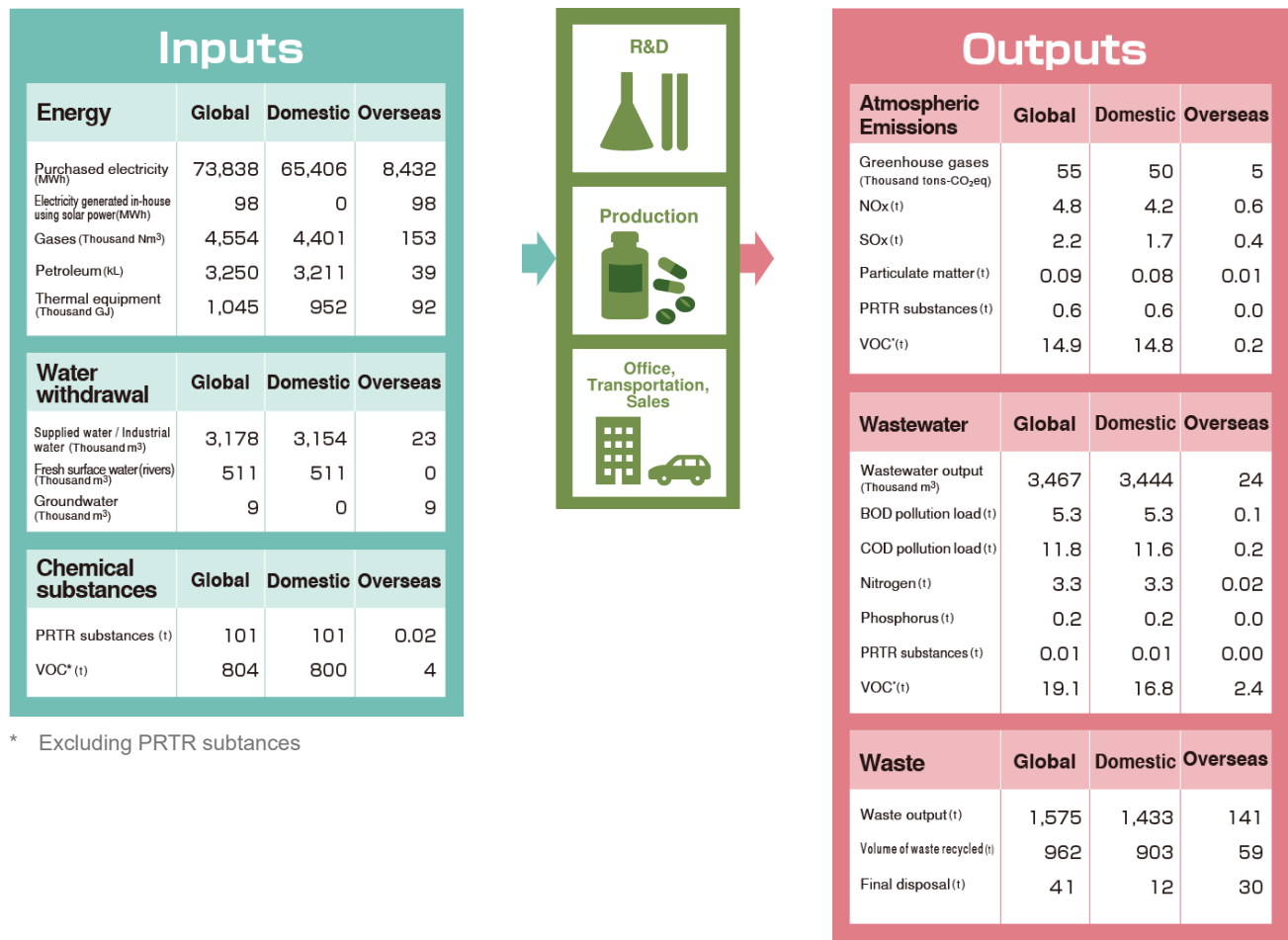
State of Medium-Term Environmental Action Plan 21-25 Achievement

	Targets	Principal Initiatives and Results in Fiscal 2023	Environmental SDGs
Energy conservation and global warming mitigation	<ul style="list-style-type: none"> ➤ Reduce GHG emissions by 58% by fiscal 2025 compared to fiscal 2019 (Global: Scope 1 + 2) 	<ul style="list-style-type: none"> • 29% reduction compared to fiscal 2019 	 Goal 7
	<ul style="list-style-type: none"> ➤ Promote reduction of supply chain CO₂ emissions 	<ul style="list-style-type: none"> • Scope 3 was tracked and disclosed in the Sustainability Report 	 Goal 13
	<ul style="list-style-type: none"> ➤ Appropriately manage fluorocarbons 	<ul style="list-style-type: none"> • Amount leaked 43 kg (74 t-CO₂eq) 	

	Targets	Principal Initiatives and Results in Fiscal 2023	Environmental SDGs
Reduction of waste, recycling and reuse of resources	<ul style="list-style-type: none"> ➤ Reduce amount of waste generated by 30% by 2025 compared to fiscal 2019 (domestic) ➤ Reduce amount of final waste disposed by 50% by 2025 compared to fiscal 2019 (domestic) 	<p>Compared to fiscal 2019</p> <ul style="list-style-type: none"> ● 40% reduction of waste generated in Japan ● 71% reduction in final waste disposal 	 Goal 12
	<ul style="list-style-type: none"> ➤ Promote reduction of plastic usage and recycling of waste 	<ul style="list-style-type: none"> ● Plastic waste emissions in Japan 181 tons *Emission volume is the total for the Group ● 35% recycling rate 	
Effective use of water resources	<ul style="list-style-type: none"> ➤ Reduce water usage volume by 15% by 2025 compared to fiscal 2019 (Global) 	<ul style="list-style-type: none"> ● 38% reduction compared to fiscal 2019 	 Goal 6
Prevention of environmental pollution	<ul style="list-style-type: none"> ➤ Continue to maintain COD emissions at current levels compared to fiscal 2019 (Domestic) 	<ul style="list-style-type: none"> ● 13% reduction compared to fiscal 2019 	 Goal 6
	<ul style="list-style-type: none"> ➤ Reduce PRTR emission substances (Domestic) 	<ul style="list-style-type: none"> ● 60% reduction compared to fiscal 2019 	 Goal 12
Preservation of biodiversity	<ul style="list-style-type: none"> ➤ Promote understanding and reduce environmental impact on biodiversity ➤ Promote biodiversity preservation efforts 	<ul style="list-style-type: none"> ● Awareness of environmental impact through monitoring, etc., and measures to reduce impact ● 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 	 Goal 15
Enhancement of environmental management	<ul style="list-style-type: none"> ➤ Strengthen environmental risk management, promote compliance, and prevent environmental accidents 	<ul style="list-style-type: none"> ● Performance of environmental audits ● Performance of environmental education and training ● Appropriate response to environmental trouble and revisions to environmental laws and regulations 	
	<ul style="list-style-type: none"> ➤ Maintain zero environmental accidents and violations of laws and regulations 	<ul style="list-style-type: none"> ● While maintaining zero environmental accidents and violations of laws and regulations for seven years 	

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 2023.



Calculation Standards for Environmental Performance Indicators [PDF: 168KB]

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)*

In an effort to achieve the decarbonized society required in the Paris Agreement, the Company has participated in the Japan Climate Initiative* since 2021. Additionally, JCI has been sending regular messages to encourage the Japanese Government to achieve the target of limiting global temperature increase to the 1.5°C set out in the Paris Accords, and in fiscal 2023, we expressed our support for the "Overcoming Two Crises with Renewable Energy and Carbon Pricing" message.

* 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

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. Mitsubishi Tanabe Pharma Group has positioned climate change initiatives as an important management theme and is promoting the reduction of greenhouse gas (below, "GHG") emissions resulting from its business activities.

Reduction of GHG Emissions

Scope 1 + 2

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

GHG emissions (Global: Scope 1 + 2)

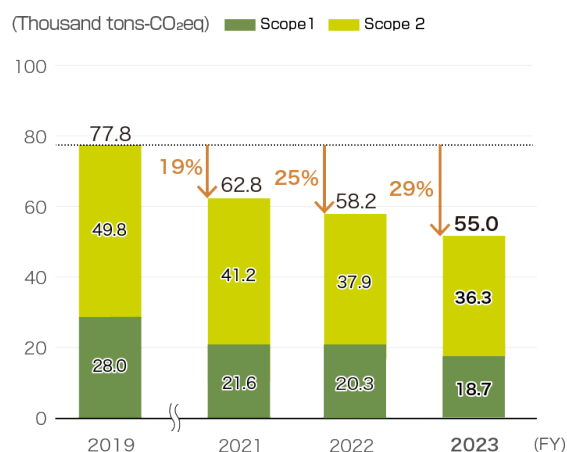
◇58% reduction in GHG emissions by fiscal 2025 compared to 2019

GHG emissions for all global bases in fiscal 2023 were 55.0 thousand t-CO₂eq, down 29% compared to fiscal 2019.

This breaks down as: Scope 1 emissions directly from combustion by Mitsubishi Tanabe Pharma were 18.7 thousand t-CO₂eq, a 33% reduction from fiscal 2019, with Scope 2 GHG emissions arising indirectly from the company due to use of electricity, etc., of 36.3 thousand t-CO₂eq, a 27% reduction on fiscal 2019.

We will continue to promote daily energy conservation efforts at each base in order to achieve our goal of a 58% reduction.

GHG emissions (Scope 1 + 2)



Scope 3

Scope 3 GHG emissions in the supply chain emitted after sales and procurement of raw materials were largest in category 1, accounting for 95.6% of Scope 3. The Group has been working with other pharmaceutical companies to promote joint distribution of ethical drugs in Japan since fiscal 2022, which reduces the number of vehicles used for operations and thus lowers GHG emissions.

Scope 3 GHG emissions

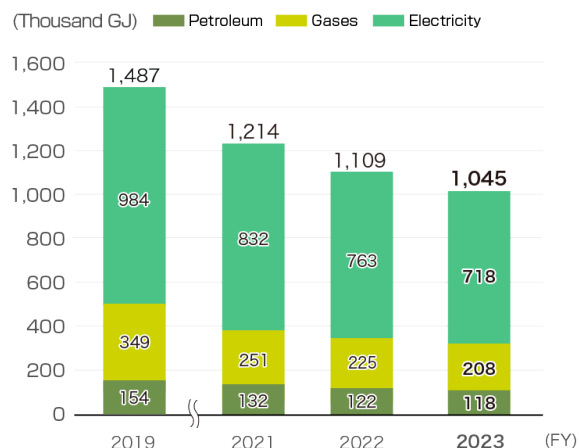
Category		GHG emissions (Thousand t-CO ₂ eq)	Calculation method
1	Purchased goods and services	682.2	Calculated from the purchase prices of raw materials and products in Japan, which are multiplied by the emissions unit values from the Ministry of the Environment database*
2	Capital goods	17.1	Calculated 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	Fuel- and energy-related activities not included in Scope 1 or 2	9.0	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	Transport and delivery (upstream)	2.3	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 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 December 22, 2022
5	Waste generated in operations	1.3	Calculated from the amounts of waste, by type, from domestic Group offices (production and research bases, headquarters/Tokyo Head Office, distribution centers, and sales offices), which are multiplied by emissions unit value from Ministry of the Environment database*
6	Business travel	0.7	Calculated from number of domestic and overseas employees, which is multiplied by the emissions unit value from Ministry of the Environment database*
7	Employee commuting	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	End-of-life treatment of sold products	0.2	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*
Total		713.9	

* Ministry of the Environment database: database on emissions unit values for calculating greenhouse gas emissions, etc., by organizations throughout the supply chain (Ver.3.4)

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 globally by creating an energy management system. Energy use (thermal equivalent) has continued to drop thanks to a variety of energy-saving activities undertaken at each base, as well as the consolidation of bases.

Energy use (global)



Initiatives to Reduce GHG Emissions

Promoting carbon neutrality

In our carbon neutrality action formulated in fiscal 2023, we created a roadmap for the introduction of renewable energy, the switch to the use of next-generation vehicles as company-owned vehicles, and the conversion of fuels used in boilers and other large-scale equipment.

With regard to the introduction of renewable energy, we will promote the switch to renewable energy by moving to electric power from renewable energy sources at factories in Japan by 2025, and by all other offices in Japan by 2030.

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 update of energy saving equipment, and the shutdown of operations in manufacturing areas during long vacation periods. We are also engaged in 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.

Environmentally friendly activities in fiscal 2023

Winner of the Chairman's Award in the 2023 NEDO Energy Conservation Technology Development Awards

Working with organizations from other industries, we evaluated the practical use of pharmaceutical manufacturing equipment using continuous batch production methods, and developed continuous production systems that offered an 80 percent reduction in energy use compared to other commonly used methods. This project, "Development of the iFactory™ for the manufacture of pharmaceutical products based on the operation of interconnecting reconfigurable modular units," was chosen for having the best theme and received the Chairman's Award in the 2023 NEDO Energy Conservation Technology Development Awards, which are awarded to businesses that are deemed to have achieved excellent results in contributing to energy conservation.

See below for details.

➤ Awarded as an "NEDO Energy Conservation Technology Development Award" in ENEX2024 

https://www.nedo.go.jp/news/press/AA5_101722.html 

(Japanese language only)

Supporting environmentally friendly products

The Company has adopted biomass plastic blister packages as our first environmentally friendly packaging material. These blister packages are a product from the Mitsubishi Chemical Corporation, another member of the Mitsubishi Chemical Group (MCG Group), and allow us to reduce carbon dioxide emissions by 30-70% compared to blister packages made from oil-derived plastic.

*Blister package: Also known as "Press Through Pack (PTP)" in Japan.

See below for details.

➤ Announcement of launch of SGLT2 inhibitor "Canaglu OD Tablets" - Adoption of Environmentally Friendly Biomass-plastic PTP sheets -

https://www.mt-pharma.co.jp/e/news/assets/pdf/e_MTPC240522.pdf 

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

Introduction of Hybrid Vehicles

The Group is shifting steadily from gasoline-powered vehicles to hybrid vehicles and promoting eco-driving to reduce GHG emissions from company-owned vehicles (switch to hybrid vehicles planned for completion by fiscal 2027).

		FY2019 (Base year)	FY2021	FY2022	FY2023
Ratio of company-owned vehicles that are hybrid vehicles		67%	64%	67%	70%
CO ₂ emissions from company-owned vehicle fuels (domestic)	CO ₂ emissions	4,165 t-CO ₂	3,576 t-CO ₂	3,520 t-CO ₂	3,597 t-CO ₂
	Ratio of reduction in CO ₂ emissions (compared to fiscal 2019)	—	14%	15%	14%

Renewable Energy Use

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

The Group has installed 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, based on our carbon neutrality action plan.

Controlling Fluorocarbons Emissions

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 revised Law Concerning the Discharge and Control of Fluorocarbons which came into effect 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 2023, at domestic production and research bases, the leakage volume of fluorocarbons was 43kg (74 t-CO₂ equivalent.) The CO₂-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 Mitsubishi Tanabe Pharma Group, securing good quality water is extremely important for pharmaceutical research and manufacturing.

The Group has set a goal in Medium-Term Environmental Action Plan 21-25 of reducing water use, and 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.

Water use reduction target (Global)

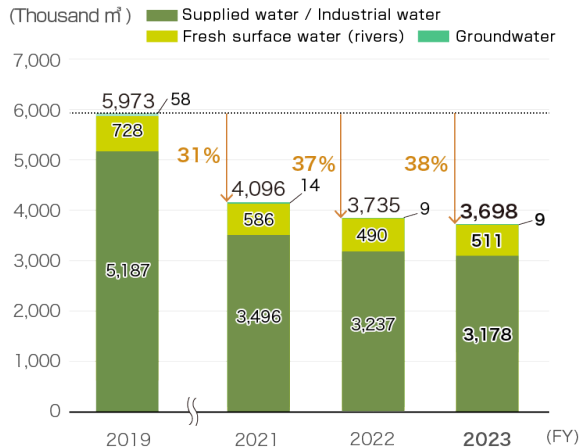
Reduce water use 15% from fiscal 2019 by fiscal 2025

The water withdrawal of all bases globally in fiscal 2023 was 3,698 thousand m³, down 38% from actual withdrawals in fiscal 2019, significantly exceeding targets.

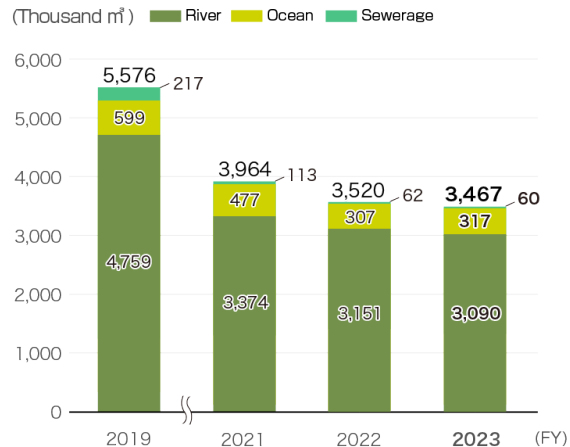
In addition to our everyday water-saving activities, the use of recycled water at our plants and a review of water intake reduced water withdrawal.

The total volume of wastewater discharged at all bases globally was 3,467 thousand m³, mainly discharged to rivers.

Water withdrawal (global)



Wastewater discharged (global)





Environment

Initiatives to Reduce Waste and Recycle 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 while making a major contribution to the protection of the global environment.

Under the Medium-Term Environmental Action Plan 21-25, Mitsubishi Tanabe Pharma 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.

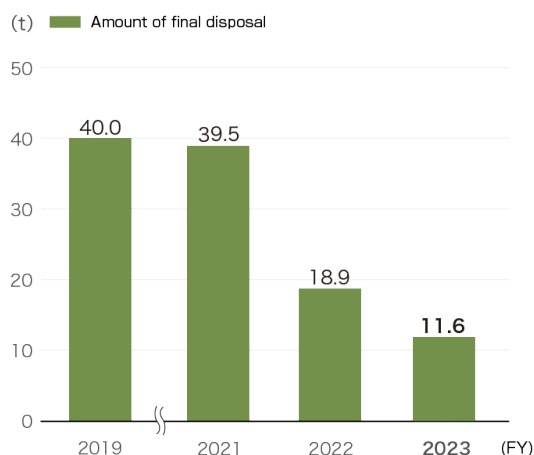
In fiscal 2023, waste generated by the domestic Group was 40% less than in fiscal 2019 and final disposal was 71% less than in fiscal 2019, achieved through thorough sorting of waste as well as improvements to some of our calculation methods. The recycling rate was 63%. We will continue to evaluate measures to promote recycling, including revision of processing methods and vendor selection.

Furthermore, we will continue to implement initiatives to minimize waste, such as switching from disposal to sale of idle equipment and solvents recovered from manufacturing processes, and in fiscal 2023, we processed 344 tons as valuable materials.

Amount of waste generated (domestic)



Amount of final waste disposed (domestic)



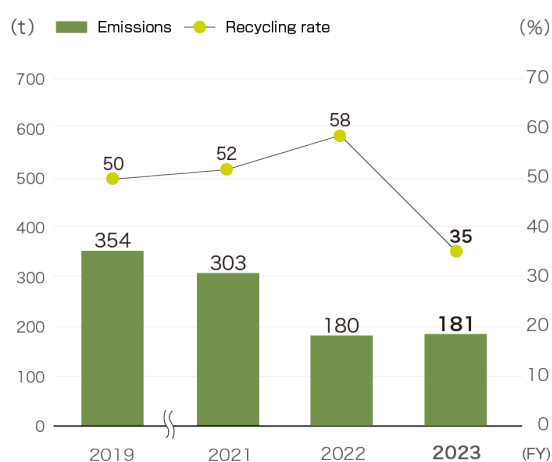
Reduction of Plastic Consumption and Promotion of Recycling

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 (incineration) 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.

According to partially revised calculation methods, the ratio of plastic waste generated by the domestic Group recycled in fiscal 2023 deteriorated to 35% (fiscal 2019: 50%). Looking to the future, we will continue to evaluate methods of further increasing the recycling rate, including material recycling of waste sheets of PTP.

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 2023 were as shown in the following diagram. (Mitsubishi Tanabe Pharma Corporation: 47 tons, Mitsubishi Tanabe Pharma Factory Ltd.: 134 tons)

Waste plastic emissions and recycling rate (domestic)





Environment

Initiatives to Prevent Pollution

The Mitsubishi Tanabe Pharma 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 and VOCs, which are regulated by laws, and to reduce the amount of these substances that are released into the environment.

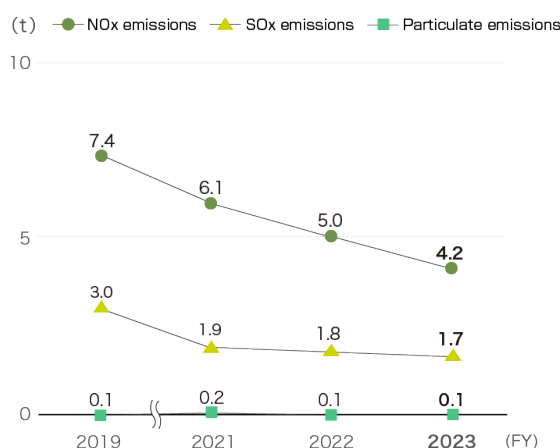
Prevention of Air Pollution

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.

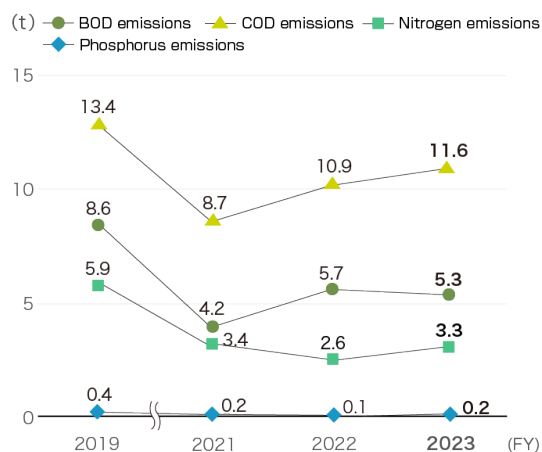
Emissions of air pollutants by domestic bases



Prevention of Water Pollution

To the extent possible, harmful substances discharged from the Group's production and research bases are treated as industrial waste on disposal 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 water 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 2023

Base	Activity	Implemented content
Taiwan Tanabe Seiyaku Hsinchu Plant	Groundwater purification	The plant has completed the purification of groundwater pollution found in 2019, and has been inspected by authorities
Mitsubishi Tanabe Pharma Yoshitomi Plant	Soil contamination survey	Updated geo-historical surveys in conjunction with the construction of new buildings at a company on the worksite (no soil contamination found)

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

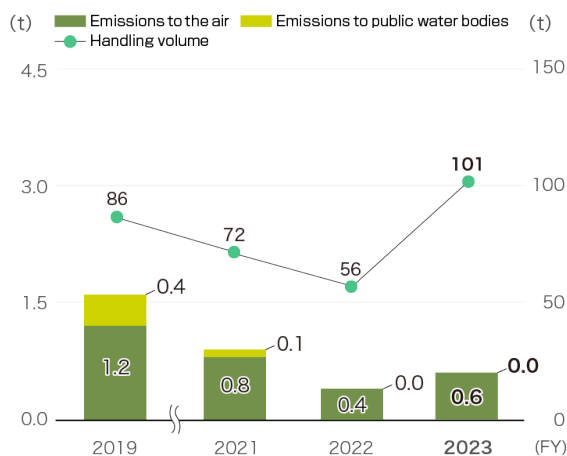
Based on the Law concerning Pollutant Release and Transfer Register/PRTR Law, the Group manages the amount of PRTR substances handled at our facilities and the emissions to the environment, and properly notifies the prefectures where we are located.

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.

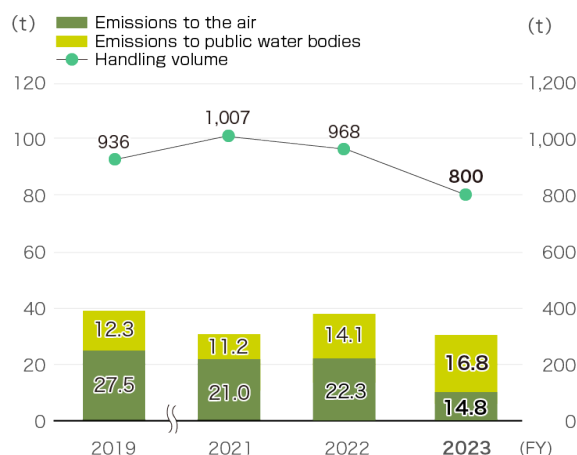
We are also studying the manufacturing processes and reducing the amount of target organic solvents used.

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 all disposal of high-concentration PCB (polychlorinated biphenyl) devices at the Group's domestic bases.

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 or renovating 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 works with the Mitsubishi Chemical Group (the MCG Group) to maintain and preserve biodiversity through a wide range of activities such as reducing environmental impact, promoting appropriate usage of inherited resources, fostering harmonious coexistence with nature and society, and raising awareness within the Company. Furthermore, we have set targets for biodiversity preservation in the Medium-Term Environmental Action 21-25, and are working to achieve them.

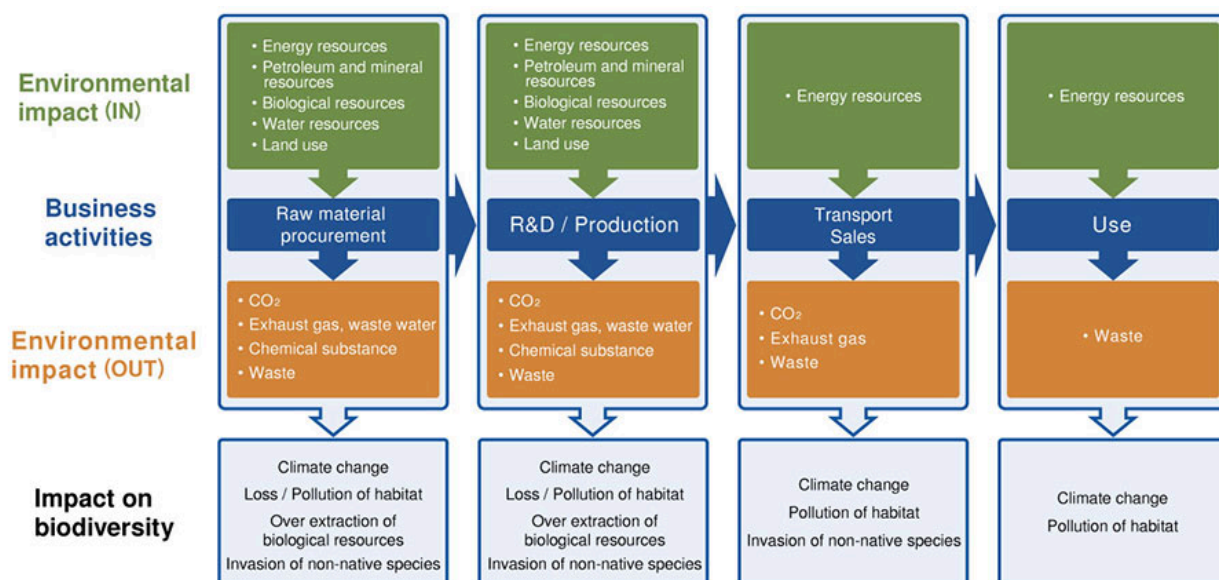
Relationship between Business Activities and Biodiversity

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*1 and the Ikoma Mountain Range "Folding Screen of Flowers" Project,*2 and since fiscal 2022 has been engaged in activities as an MCG Group initiative and encouraging employees to participate.

These activities promote awareness towards protecting the national environment, and serve as an opportunity to facilitate communication within the Group.

Initiatives in fiscal 2023

● Tokyo Greenship Action

In September 2023, 34 employees and members of their families volunteered to help with rice harvesting in the Hachioji Takayama Satoyama Conservation Area, which is located in Hachioji City, Tokyo.

● The Ikoma Mountain Range "Folding Screen of Flowers" Project

In October 2023, 48 employees and members of their families participated in tree-planting and cleanup activities while hiking Mount Imori in Daito City, Osaka Prefecture.



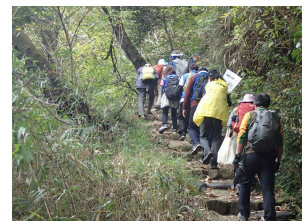
Tokyo Greenship Action



Rice harvesting



The Ikoma Mountain Range
"Folding Screen of Flowers"
Project



Picking up trash while hiking a
mountain trail

*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 2024" project to plant trees and reforest a forest reserve in West Java Province. In addition to donating 500 Sumatran pine and other saplings, 25 employees engaged in tree planting and reforestation areas in the protected area.

We also support mangrove planting efforts in a coastal conservation area of North Jakarta, as well as donations to support reforestation.

* 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.

- **44th 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 2023, 150 people cleaned up the area around the office, collecting combustibles including plastic bottles, other bottles, and glass.



Yoshitomi Clean Operation



Cleanup activities

Chosen as a partner company for the Local Blue Ocean Vision in 2023

The Ministry of the Environment promotes the Local Blue Ocean Vision project as a way of recognizing and encouraging businesses that can serve as a model for measures taken in cooperation with companies and local governments to collect marine litter and prevent it from occurring, with the goal of further promoting measures to address marine litter in Japan. Mitsubishi Tanabe Pharma's Yoshitomi Plant was chosen as a partner enterprise for the town of Yoshitomi.

The Seaplus Class was held on December 9, 2023 as part of these promotional efforts. For this class we obtained the cooperation of local businesses in the neighborhood to help us in allowing large numbers of children to experience coastal cleanups, social studies trips to waste disposal centers, and upcycling workshops using PET bottle caps from marine litter. This event proved to be a valuable change for children to think about what they can do for their own futures.

Conversely, we adults must engage in effective, sustainable efforts to pass on an abundant natural world to future generations.

By continuing to participate actively in community and social activities in the region, the Yoshitomi Plant will further strengthen ties with the region, with the goal of improving business value and achieving a sustainable society.



Hie Manager, Facilities Management Section
Mitsubishi Tanabe Pharma Factory Ltd.,
Yoshitomi Plant

> [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 (millions of yen)	Expended (millions of yen)
Pollution prevention	397	307
Global environmental protection	62	42
Recycling and reuse of resources	7	101
Upstream and downstream activities	—	1
Administrative activities	—	143
Research and development	—	—
Community activities	—	—
Environmental damage compensation	—	1
Total	466	595

Environmental conservation effects

Domestic environmental performance indicator (Units)	Environmental load		Percentage change from previous year
	FY2022	FY2023	
Energy used (thousand GJ)	1,011	952	-5.8%
Amount of water withdrawal (thousand m ³)	3,706	3,665	-1.1%
Scope 1 + 2 greenhouse gas emissions (thousand tons-CO ₂ eq)	53	50	-5.9%
SOx emissions (tons)	1.8	1.7	-2.2%
NOx emissions (tons)	5.0	4.2	-16.1%
Amount of waste generation (tons)	1,537	1,433	-6.7%
Amount of waste recycled (tons)	908	903	-0.6%
Amount of final waste disposed (tons)	19	12	-38.3%
Amount of wastewater (thousand m ³)	3,497	3,444	-1.5%
Amount of PRTR substances handled (tons)	56	101	78.9%
BOD pollution load (tons)	5.7	5.3	-6.8%
COD pollution load (tons)	10.9	11.6	6.4%

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	25,144
Income from recycling	5,289
Cost reductions through recycling and conservation of resources	4,280
Total	34,713



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, we are endeavoring to increase the number of countries where edaravone oral suspension—which is intended to reduce patient burden—is available, in order to provide it to more patients. Edaravone oral suspension 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 the following year, also gaining approval in Canada and Switzerland, where it went on sale. In the U.S. it found favor for its contribution to rare diseases and patients, and received orphan-drug exclusive approval for seven years from the time of its approval. Looking to the future we will continue to work to expand the number of countries where edaravone oral suspension is available, and to 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.

We will continue to conduct research and development to achieve our MISSION and contribute to the realization of a healthy and sustainable society by creating hope for many patients and their families around the world who are fighting intractable diseases.

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 Alliances for Fiscal 2023

Date announced	Alliance details	Alliance partner
September 2023	<u>The Global Health Innovative Technology Fund provides grant for joint research into anti-malarial drugs with novel mechanisms of action conducted by Mitsubishi Tanabe Pharma and a malaria research institution</u> 	Global Health Innovative Technology Fund (GHIT Fund), Medicines for Malaria Venture (MMV), University of Georgia (UGA)
December 2023	<u>The mechanism of intracellular glucose uptake of SGLT2 was elucidated by Cryo-electron Microscopy analysis in a joint study with the University of Tokyo</u> <u>Published in Nature Structural & Molecular Biology.</u> 	University of Tokyo
December 2023	<u>Successfully used a continuous production system to build and test facilities for the production of medical products — A significant first step towards on-demand production of medical products— (Japanese language only).</u> 	Takasago Chemical Corporation, Konica Minolta Chemical Co., Ltd., Yokogawa Solution Service Corporation, TEC Project Services Corporation, Taisei Corporation, Shimadzu Corporation, Mitsubishi Kakoki Kaisha, Ltd., National Institute of Advanced Industrial Science and Technology (AIST)



Society > Together with Patients and Healthcare Professionals

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.

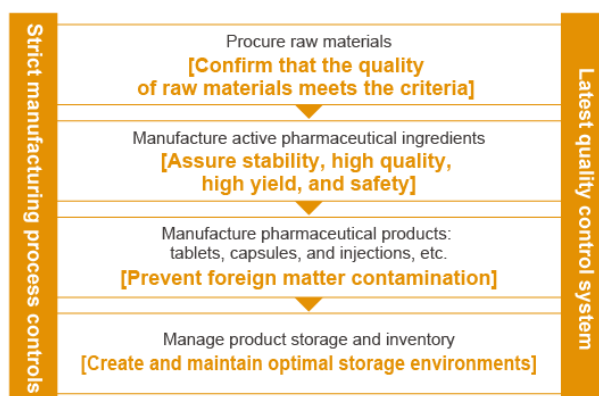
To further ensure quality, the Product Supply Division, the CMC Laboratories, and the Global Quality Assurance Department collaborate with the Group's manufacturing plants to develop production technologies to enhance quality, stabilize supply, and reduce costs from the early development stages of new pharmaceutical products. In addition, the Group's manufacturing plants (two in Japan and three 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 strengthening our manufacturing base with the Biken Foundation, we aim to ensure a more stable supply of vaccines. In March 2024, we released a five-in-one vaccine (GOBIK Aqueous Suspension Syringes) that added the antigen component of Haemophilus influenzae type b (Hib) to the existing four-in-one vaccine, contributing to reducing the number of routine vaccinations required.

We had already diversified and decentralized our procurement systems for drug substances and raw materials, and furthermore, ensured those safety stocks in response to the spread of COVID-19 beginning in December 2019, and to the world-wide supply uncertainty that was deepened by the Russian Federation's invasion of Ukraine in February 2022 and the deteriorating situation in the Middle East. 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 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 ASEAN pharmaceutical market—growth is expected, and to meet this growing demand, we increased production capacity at Mitsubishi Tanabe Pharma Indonesia, an Indonesian subsidiary that produces oral agents for the domestic Indonesian and ASEAN countries, and in 2015, built a new building to manufacture drug preparations with the aim of accommodating versions of 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



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

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 CO₂ emissions. We have been able to maintain stable operations since the initiative started, and this initiative has gained a solid reputation for addressing issues in the transportation industry, which is experiencing a driver shortage, not only from customers but also within the industry.

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

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 constructed 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 marketing approval 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)

In March 2024, we obtained marketing approval for the OD (orally disintegrating*) tablets for an SGLT2 inhibitor that is used as a treatment for stage 2 diabetes, and launched this product in May. This type of medication dissolves easily in small amounts of water, such as saliva in the mouth, making it easy to swallow. Moreover, it can be taken with or without water, allowing people to use it anywhere, which we think will make it more convenient and will help people continue with their medication.

To help improve the satisfaction that people with type 2 diabetes who require ongoing care have regarding their treatment, in June 2021, we released a selective DPP-4 inhibitor in OD tablet form, and in February 2024, applied for an additional dosage form of OD tablets for the combination drug of selective DPP-4 inhibitor and SGLT2 inhibitor.

* 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.

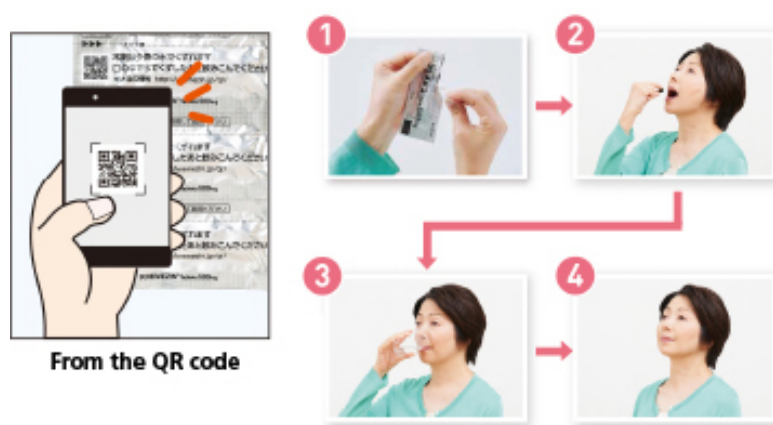
Source: Pharmaceuticals and Medical Devices Agency

<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

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.



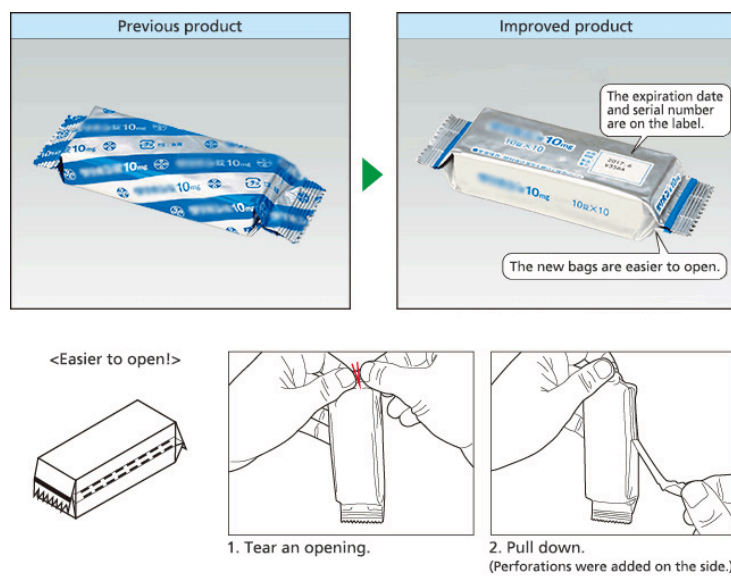
When the QR code is read, a movie is played that explains how to take the quick-disintegrating tablet for chronic renal failure.

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)

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).

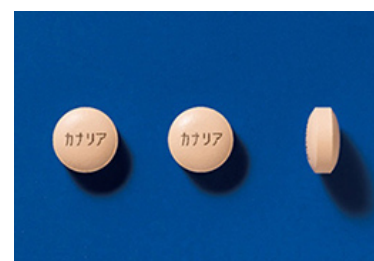
Aluminum bags that are easy to open and make it easy to remove the product



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

Initiatives to Reduce Environmental Impact

Use of PTP Sheets Made from Environmentally Friendly Biomass Plastic

Some of our products utilize PTP sheets made from environmentally friendly biomass plastic. This PTP is a product of the Mitsubishi Chemical Corporation, a member of the same Mitsubishi Chemical Group (MCG Group), and allows carbon dioxide emissions to be reduced by 30-70% in comparison with PTP sheets made from petroleum-derived plastic.*

* Data source: Mitsubishi Chemical Corporation. For PTP sheets with similar permeability to moisture. Values change depending on the coefficient used.



An example of products using biomass plastic PTP sheets



The biomass plastic mark on an individual box

Society > **Together with Patients and Healthcare Professionals**

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

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

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

Advocacy Seminar

"Enriching the lives of people with diabetes —What healthcare professionals can do to eliminate prejudice and misunderstanding—"

On World Diabetes Day on November 14, 2023, Mitsubishi Tanabe Pharma held a web-based advocacy^{*1} seminar together with JADEC (the Japan Association for Diabetes Education and Care) titled, "Enriching the lives of people with diabetes —What healthcare professionals can do to eliminate prejudice and misunderstanding—."

Recently the stigma^{*2} associated with diabetes has been a topic of discussion. Held for healthcare professionals, this seminar focused on addressing this issue, and was attended by as many as 9,271 people. It was split into two sections—a lecture and a panel discussion—with the lecture featuring a diabetes specialist, a nurse, and a researcher who offered readily comprehensible talks on the stigma that exists in the medical field and offered suggestions on how to deal with it, as well as on the importance of reviewing knowledge of diabetes treatment. Meanwhile, the panel discussion offered a lively debate on what healthcare professionals can do to dispel diabetes-related stigma, taking the perspectives of diabetes patients themselves into account.

Mitsubishi Tanabe Pharma will continue to work to eliminate the stigma of diabetes so that diabetics can lead fulfilling lives and take a proactive stance with regard to their treatment.



Advocacy seminar

"Enriching the lives of people with diabetes —What healthcare professionals can do to eliminate prejudice and misunderstanding—"

*1 Advocacy: Protecting the rights of people in vulnerable positions in society

*2 Stigma: A symbol of shame or disgrace. In the medical field, "stigma" refers to discrimination or prejudice against patients

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, 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.

To promote self-medication 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 2023, we added a "Search by case image" function that allows users to gain a more appropriate understanding of symptoms. We also increased the number of supervising physicians, broadened the scope of the information we provide to cover a wider range of skin problems such as eczema and dermatitis as well as infectious skin diseases such as ringworm and athlete's foot, and disseminated a lot of new content. In fiscal 2023, more than 10 million people viewed the site.

In the field of rhinitis, "Talion AR" allergic rhinitis medication has been reclassified from a medication requiring guidance to an over-the-counter medication (category 1 over-the-counter medication) that can be purchased over the internet. By continuing to broadcast television advertisements and offering positive messages such as, "Starting this year, you're going to like spring more," we have promoted self-medication to hay fever sufferers. Moreover, as with last year, we have continued our efforts 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 order to promote awareness among hay fever sufferers.

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. Since 2010, the Company has also marketed Okinazole L100 (one tablet a day for six days) for the treatment of recurrent vaginal candidiasis, and we are informing people about the ailment on the brand website and letting them know that they can treat this affliction themselves using over-the-counter drugs. Moreover, in June 2023, we began the sale of Okinazole L600, which is effective with just a single dose. We used this opportunity to update our brand site, adding articles overseen by physicians as well as a store locator function, and are working to further promote self-medication as a way to treat recurrent vaginal candidiasis infections.



* Reference: Hifu no Koto site
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 (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 also participate in events throughout the US. Moreover, we proactively hold and support 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 for patients with neuropsychiatric disorders in Taiwan, South Korea, and ASEAN nations quickly.

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, neuropsychiatric disorders, 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 2023.

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

At the "SHITTOKU café," a website providing information for patients with Inflammatory Bowel Disease, we added a new article to the "Tips for Working with IBD" series on the theme of different ways of living and working (2.) In fiscal 2024, we also launched a new website titled "Check your buttocks problems" that is now in operation.

- **Rheumatoid arthritis**

In RHEUMA21.info. we updated the video content provided for patients who are using or considering using our products.

- **Amyotrophic lateral sclerosis**

Updated content in "ALS Café web" and "ALS Restaurants for traveling the world" on "ALS Station" as information to help ALS patients lead more fulfilling lives.

- **Vaccinations**

Posted a "Vaccine Information" article on "Vaccine.net" allowing the latest news of vaccines to be viewed on the web. Additionally, we posted a "Vaccine roadmap for everyone" that illustrates lifelong vaccinations.


- **Tardive dyskinesia**

For "Searchlight: Finding and Supporting Together," we added a new article titled, "Could this be tardive dyskinesia?" as part of the information we provide on tardive dyskinesia symptoms, treatment, and medical expenses.

- **Sleep disorders**

"Suimin Net" features a series of articles that examine the basic mechanisms and the mysteries of sleep, and information on the themes of sleep cycles, the body clock, and sleep needs.

In fiscal 2023, about 20.46 million people visited these health support websites.

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

Information for patients and their families



Health Support Websites' Introductory Leaflets (Created in January 2024)

The "Medication Information for Patients" website

In November 2023, as a way to promote the appropriate use of medication and deepen patients' knowledge and understanding, we opened our "Medication Information for Patients" website for patients using our ethical drugs. Patients can now use this website to obtain the latest information on our ethical drugs at any time and from any location. Additionally, this website also serves as a tool for healthcare professionals when providing information on medication for their patients.

Medication Information for Patients (Japanese language only)

<https://patients.mt-pharma.co.jp/> □



スマホ画面画像

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. In November 2023, we opened our "Medication Information for Patients" website, which offers patients and their families direct access to information on our ethical drugs.

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 38,000 inquiries (FY2023 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. 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 the promotion of patient health.

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 the latest information on drug supply, revisions to package inserts and other in a timely fashion.

The diagram illustrates the features of the LINE Official Account "Mitsubishi Tanabe Pharma Medical info". On the left, a smartphone screen shows the account's interface with a chat window and a menu. The menu includes icons for product information, chatbot, contact window, usage period search, patient materials, and product supply information. To the right, a grid of icons represents these features, with a central figure pointing to them. A yellow circle on the right contains the text "見たい情報 欲しい情報に 簡単アクセス" (Easy access to the information you want and the information you need).

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、Q&A としてとりまとめています。

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。

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。

患者用資材
患者さん用資材を疾患別に閲覧いただけます。

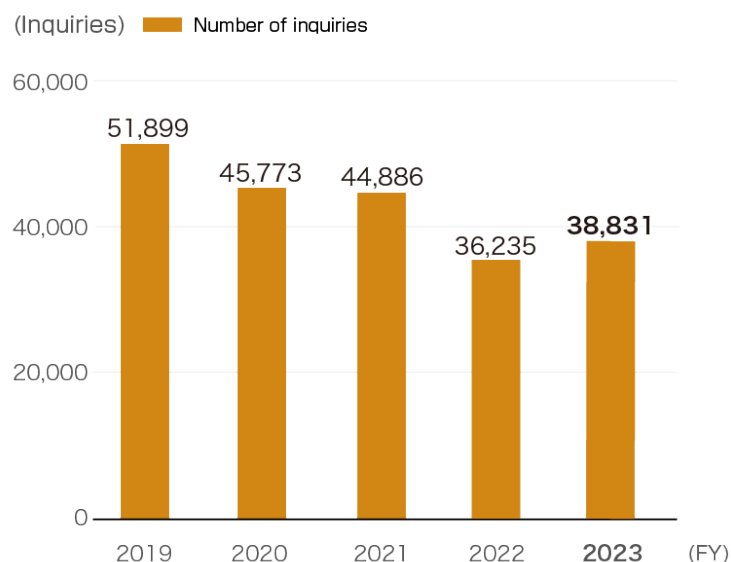
製品の供給関連情報
製品の供給に関するお知らせをご確認いただけます。

見たい情報 欲しい情報に 簡単アクセス

Image from smartphone screen

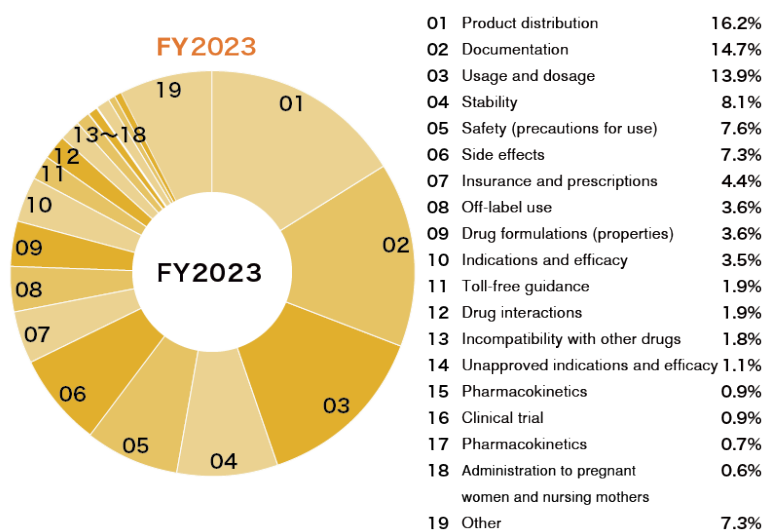
* Note: Mitsubishi Tanabe Pharma Medical info is intended for the proper use of ethical drugs by healthcare professionals in Japan.

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



Society > Together with Patients and Healthcare Professionals

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

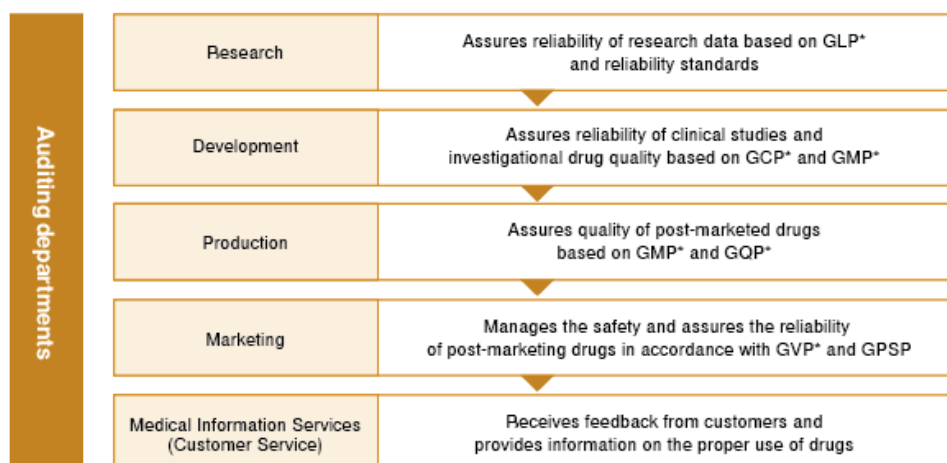
To ensure that our pharmaceuticals can be used by healthcare professionals and patients with peace of mind, the QV Division strives to maintain and improve our system of reliability assurance by complying not only with "The Law on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals 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.
- * GCP (Good Clinical Practice)
Standards for conducting clinical trials of pharmaceuticals.
- * GMP (Good Manufacturing Practice)
Standards for manufacturing and quality control of pharmaceutical and quasi-pharmaceuticals.
- * GQP (Good Quality Practice)
Standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices.

- * GVP (Good Vigilance Practice)
Standards for post-manufacturing and marketing safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, medical devices, and regenerative medical products.
- * 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.

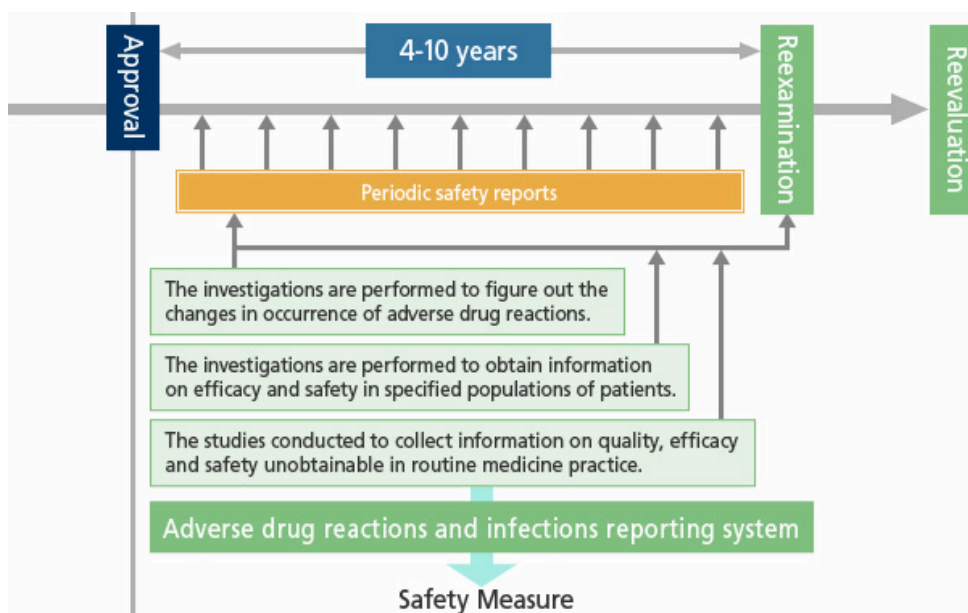
The abundant safety information that we have accumulated has given us valuable experience in promoting its proper use. Making full use of that experience and taking into account the overseas regulatory and medical environments, we will work to collect and provide safety information to foster proper use 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 2023, we conducted two (class II) voluntary recalls 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 2023, 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 > 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, 2024, 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 / Application
MT-3921	Spinal cord injury	Global / Phase 2
	HTLV-1 associated myelopathy	Japan / Phase 1

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

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

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)

Malaria is one of the three most serious infectious diseases, killing approximately 600,000 people each year. Utilizing funding from the GHIT Fund, we collaborated with MMV (Medicines for Malaria Venture), to start a joint antimalarial drug research in December 2014, which featured a discovery screening program that was succeeded in identifying promising hit compounds. In addition, we promoted joint research and from one of these compounds, we acquired two lead compounds as new anti-malaria drug candidates, and moved to the lead optimization stage in April 2019. Moreover, in October 2023, we acquired funding for further research from GHIT Fund, and with the University of Georgia as an additional partner, are continuing collaborative research to create preclinical candidates.

- The Global Health Innovative Technology Fund provides grants for joint research into anti-malarial drugs with novel mechanisms of action conducted by Mitsubishi Tanabe Pharma and a malaria research institution [PDF: 333KB]



Joint research with Drugs for Neglected Diseases initiative (DNDi)

WHO defines 21 diseases as NTD (Neglected Tropical Diseases) that humanity must control. In September 2019, we launched a collaboration supported by GHIT Fund for a discovery screening program with DNDi (Drugs for Neglected Diseases initiative), which is dedicated to developing drugs for these diseases, and acquired a hit compound for one such neglected disease, Chagas disease. In April 2021, DNDi and we started a Hit to Lead (HL) study for Chagas disease to create lead compounds and succeeded in generating a lead compound with promising efficacy in a preclinical Chagas model. From April 2024, we acquired funding for further research from GHIT Fund and began lead optimization research. Additionally, in fall 2023, Mitsubishi Tanabe Pharma and DNDi were jointly awarded "DNDi 2023 Project of the Year in Pre-Clinical Research" for the results of the joint research.

DNDi Projects of the Year

Every year DNDi offers awards to teams and partners that have achieved significant results in projects conducting preclinical and clinical research. The DNDi Scientific Advisory Committee makes nominations from among more than 40 projects in DNDi's R&D portfolio, and two of those nominated are selected for awards by Executive Board members from DNDi.

- The Global Health Innovative Technology Fund provides grants to Mitsubishi Tanabe Pharma and DNDi for Chagas disease drug discovery [PDF: 376KB]



Joint research with GARDP (Global Antibiotic Research and Development Partnership)

Headquartered in Switzerland, the non-profit Global Antibiotic Research and Development Partnership ("GARDP") develops new medications for drug-resistant bacterial infections that pose a grave danger to our health. It was established in 2016 by the World Health Organization (WHO) and DNDi (the Drugs for Neglected Diseases initiative) to ensure that everyone who needs antimicrobial drugs has access to effective, affordable treatment.

In November 2022, Mitsubishi Tanabe Pharma concluded a contract with GARDP to offer its screening compound library with the goal of developing new antimicrobial drugs for use against drug-resistant bacteria. This screening resulted in the successful acquisition of several types of hit compounds, and we are currently evaluating the potential for further joint research. Through these initiatives, we support GARDP efforts to address serious bacterial infections caused by drug-resistant bacteria.

[GARDP and Mitsubishi Tanabe Pharma Corporation announce partnership in search for new antibiotics](#) [PDF: 177KB]



Patents in Countries Where Access to Healthcare Is Difficult

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
Providing vaccines and school meals to children in developing countries	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.	Myanmar, Laos, Uganda, Rwanda, etc.
Child palliative care in developing countries	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.	Indonesia

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



Society > Together with Employees

Human Resources Development

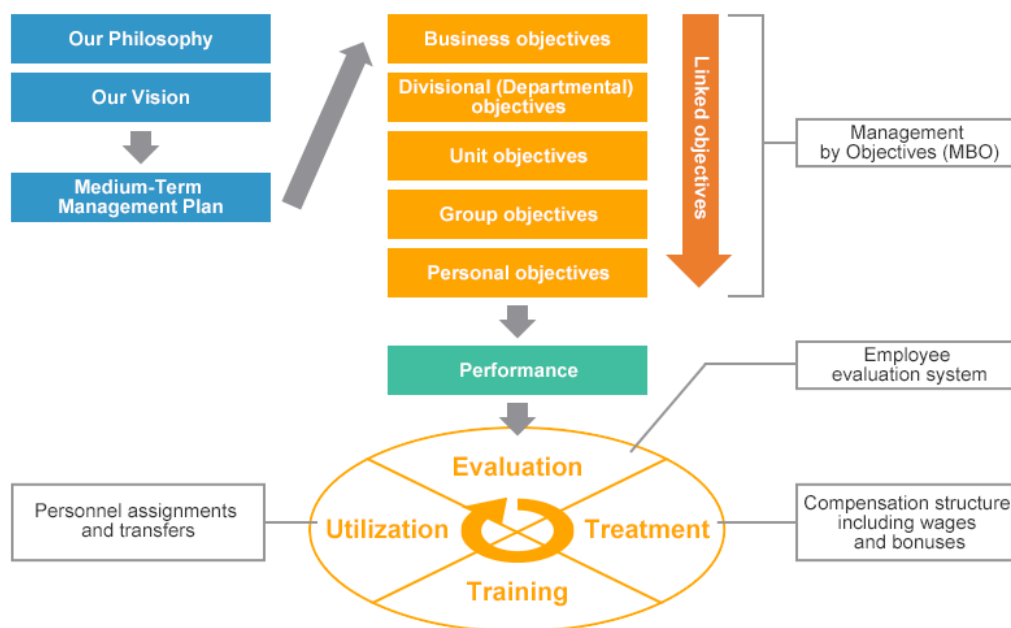
Basic Human Resources Policy

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. 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, 2020	March 31, 2021	March 31, 2022	March 31, 2023	March 31, 2024
Consolidated	6,987	6,728	6,697	6,370	5,577
Non-consolidated	3,764	3,383	3,278	3,107	3,044
Men	2,840	2,593	2,490	2,354	2,290
Women	924	790	788	753	754

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 (OJT), 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 (Off-JT) training through management by objectives (MBO)
- Transfers and rotations
- Fair evaluations

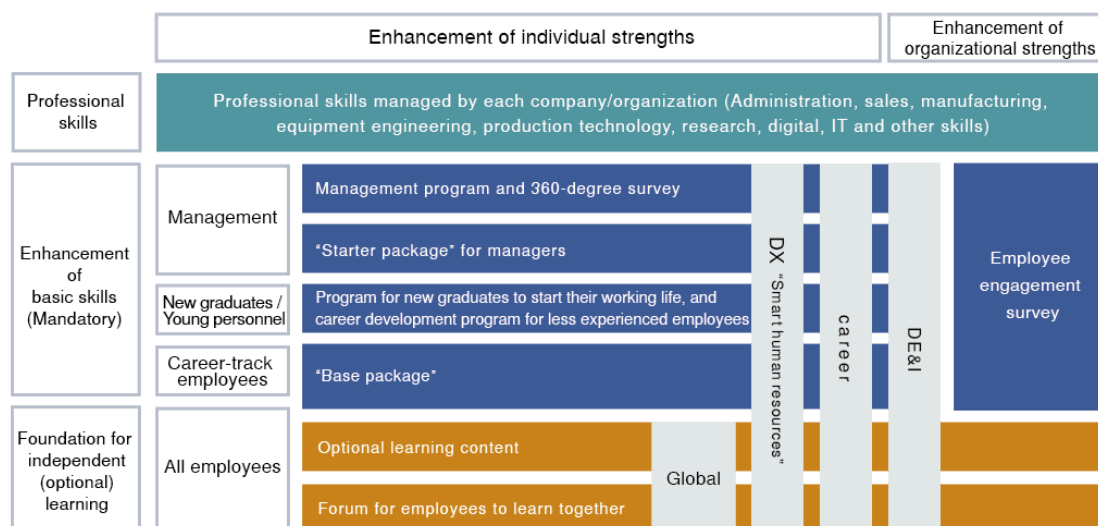
Human resources development system

We formulated a common development system for the MCG Group in fiscal 2022 and now conduct a range of training measures based on this.

This human resource development system comprises human resources development programs conducted away from the workplace and a variety of self-study programs to facilitate autonomous study based on a diverse range of needs. These programs support and strengthen the processes through which employees identify issues in their daily work and learn and grow through solving them. We assist each person in developing their own career, gathering a diverse range of values and outlooks together with a high level of expertise, and help employees to develop and demonstrate these capabilities through their own leadership.

In fiscal 2023, each person received an average of 3.6 hours of in-house training.

New development system



Human resources development measures (off-the-job-training) related to the knowledge, skills, and mindset required, based on autonomous learning by individuals

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

The MCG Group offers the following five initiatives as opportunities for each employee to realize how important it is to consider their own careers, and to think and learn proactively about it.

- Hold career design workshops that allow employees to think about the direction they wish to take in their lives with the right timing
- Hold career fairs to provide lectures and information to improve employees' awareness of the need for independent career development
- Provide career counseling to offer venues where employees can consult with career supporters individually on their work, career, or work-related concerns
- Provide study videos to assist with career-related interviews held between managers and their subordinates (supporting understanding of the significance, roles, and skills associated with career-related interviews)
- Provide the "Udemy Business" online learning environment for self-selective study, which allows employees to acquire skills in line with a range of jobs and career goals

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 smart human resources

We have set up 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.

This training is positioned as a major theme for the whole MCG Group, and based on 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

We have set up and operate a global human resources development program as a system to define human resources requirements for future management leaders and provide ongoing development of potential candidates. To define individual human resources requirements for each position, we have strengthened our human resources pipeline through the continuous operation of a future manager development plan for key positions.

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

Instilling our corporate culture in our employees

Sharing the story of how our Company was formed and grew to its current state fosters unity among employees, inspiring motivation and a sense of initiative in them. Mitsubishi Tanabe Pharma has the longest history of any Japanese pharmaceutical company, and provides training on our corporate history for employees in Japan and overseas, including new recruits and prospective employees, at the Mitsubishi Tanabe Pharma Historical Museum where they learn about our corporate culture in a global manner. We also hold seminars in cooperation with other regional museums on local history and on the history of our industry, providing an opportunity for participants to reaffirm their identity as members of a pharmaceutical business with a long and storied history.



Training at the Mitsubishi Tanabe Pharma Historical Museum


[Society](#) > [Together with Employees](#)

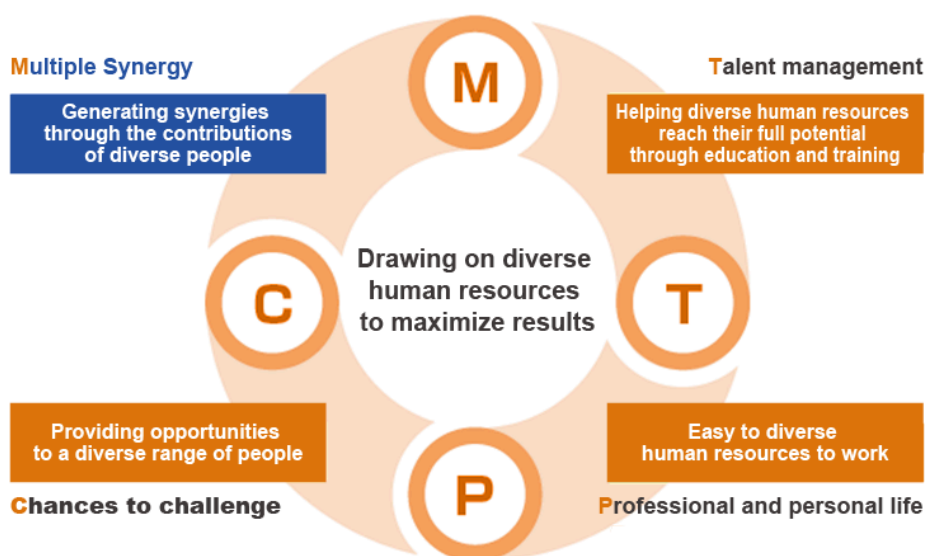
Promoting Diversity & Inclusion

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

In fiscal 2023, we implemented the following initiatives.

Diversity and inclusion training


We held a total of six "Career Encouragement Seminars" intended to motivate women and foster awareness of diversity and inclusion among managers. Managers and leaders of each organization gave lectures on issues such as the importance of diversity and inclusion in organizations, their own careers, and diversity management.

MCG Group DE&I Event Week in 2024

In March 2024, we held MCG Group DE&I Event Week in 2024 – Inspire Inclusion Equity – in order to think about diversity and inclusion. This week-long event featured sessions hosted in Japan, the Americas, EMEA, China, and the APAC region, and provided opportunities for colleagues in the Mitsubishi Chemical Group (MCG) 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.

- The MCG Group's "[Global Policy on Respecting Human Rights: Employment and Labor](#)" [PDF: 135KB]  states that we will not engage in discrimination based on sexual orientation or gender identity.
- Group employment regulations state clearly that disciplinary action will be taken in response to discrimination or harassment based on sexual orientation or gender identity.
- Same-sex partners were included in the scope of nursing care leave and nursing care holidays.



An original MCG Group Ally sticker

We held lectures on LGBTQ+ issues in June 2023, and at "MCG Group DE&I Event Week in 2024 – Inspire Inclusion –, " which was held in March 2024 planned LGBTQ+ discussion events with LGBTQ+ people. Moreover, in December 2023, we released "A Guidebook for Understanding LGBTQ+" on our corporate intranet.

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.

Utilization of Senior and Experienced Employees

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 workshops for employees aged 50 to 55 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.

Social recognition



Received the 2023 Gold Prize in the PRIDE INDEX, an evaluation index for LGBT initiatives in the workplace by the "work with Pride" Association.



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

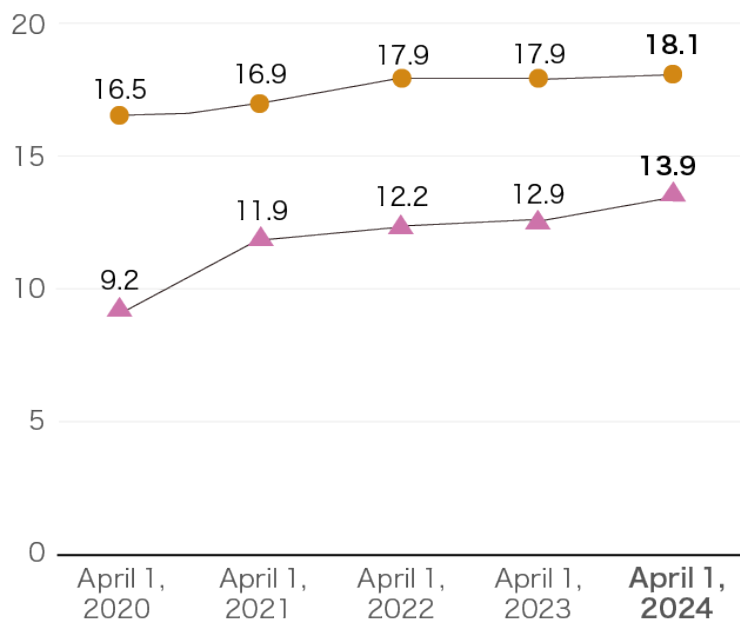
女性が輝く
先進企業
2020



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

(%) ● Subsection managers or higher ▲ Management positions



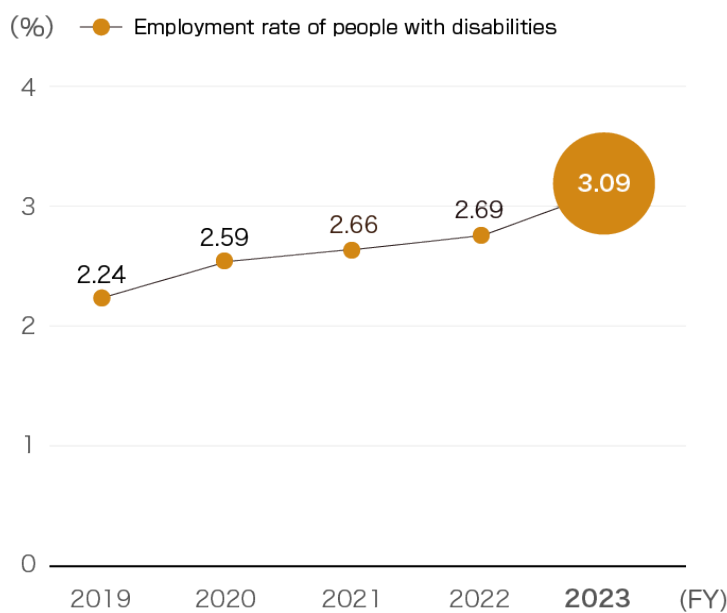
Supporting Active Careers for People with Disabilities

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, 2024, was 3.09%, an improvement from 2.69% 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.

Employment rate of people with disabilities



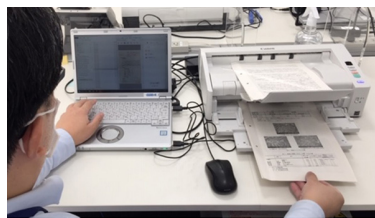
Creating Environments That Are Easy to Work In

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 about 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 about 40 people primarily with intellectual, mental, and developmental disabilities working there. (As of April 2024)

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

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 using assisted reproductive technology, 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.

In April 2023, with a view to offering more flexibility with regard to where employees work, we implemented a remote working system that allows people to work regularly from remote areas outside commuting range.

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)
- Encourage male employees to take childcare leave
- Promote the taking of childcare leave for male employees (postnatal paternity leave)

In fiscal 2023, we offered our support for "Think about childcare leave day" on September 19th, publishing messages of support for childcare leave as well as articles on fathers' experiences with childcare both inside and outside the Company.

Comment from those who have taken childcare leave

We were able to watch over the growth of our child as a couple over the year of my childcare leave. When your child is born your life revolves around them and you cannot do as you like, eat when you want to eat, or sleep when you want to sleep, but that very lack of freedom itself becomes a pleasure. I think that stems from the fact that stepping away from my work for an extended period let me focus on childcare. Of course, your priorities change depending on your stage in life, but even now that I have returned to work, I find childcare enjoyable. Something different happens every day, and life is full of confusion, surprises, and laughter. When I came back to work my boss told me that I could take it slow and not overdo things, which put me at ease. I feel proud to work at Mitsubishi Tanabe Pharma, with colleagues who are so cooperative, and with a childcare system so comprehensive that that those around me are envious. Before I went on leave, I showed my wife the fatherhood classes the Company had offered, and we attended as a couple. This was very significant in reaffirming for us, as a couple, the importance of taking long-term paternal leave. The comment "Think about what you lose by taking the stance that your job comes first. You can get another job, but there is no substitute for a father," left a strong impression on me, and is something that I agree with strongly. Since my mind was clear about where my priorities lay, I had no doubts or misgivings about taking a year of parental leave. Actually, there were many really difficult times during that year and my wife frequently told me how glad she was that I had taken the time off, and that it was a huge help. There is no right way to raise a child, but I do think that those who are about to become fathers should take the time to talk with their partners about taking paternal leave.



Mr. S from the PR Department at the Pharma Strategy Division

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.

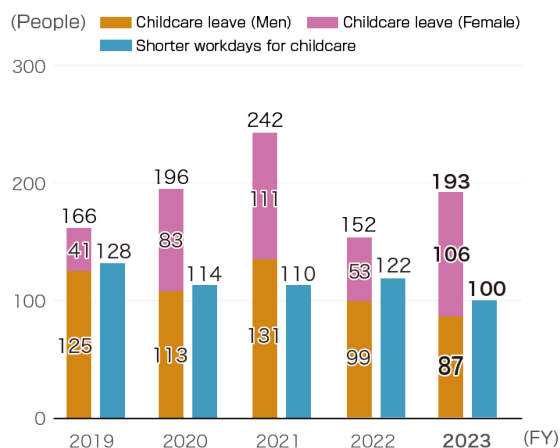


Kurumin certification mark



Platinum Kurumin certification mark

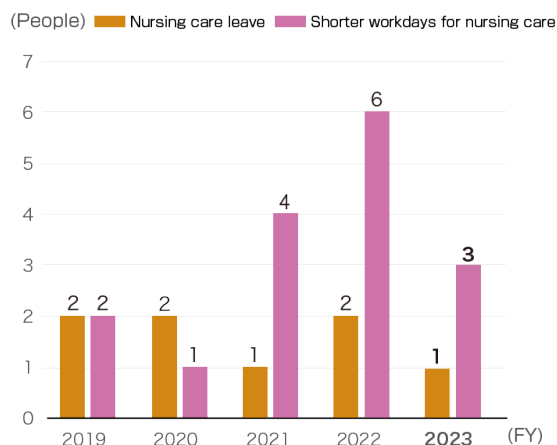
Utilization of leave and shorter workdays for childcare



* 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 2024, the labor union membership rate was 76.3%. 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.

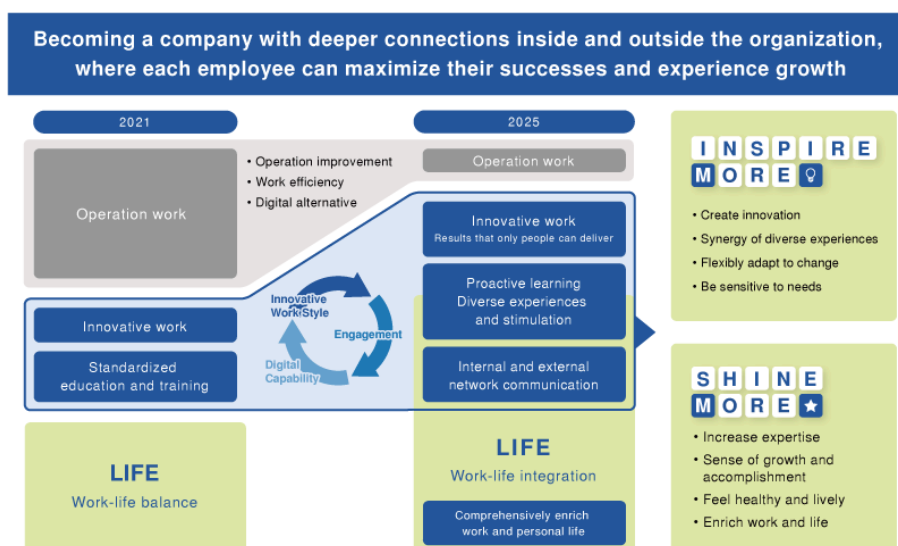


Society > Together with Employees

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

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.

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

Current Group status of RPA (as of May 2024)



Achieving Innovative Workstyles

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
- Conducting training to invigorate relationships between members and encourage convincing, creative output
- 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



Society > Together with Employees

Occupational Health and Safety

Occupational Health and Safety Management

Based on our [Code of Conduct](#) and [Environment & Safety Policy](#), to prevent occupational accidents in the workplace, and promote employee health and a comfortable work environment, the Mitsubishi Tanabe Pharma 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. In fiscal 2022, Mitsubishi Tanabe Pharma Korea (Hyangnam Plant) acquired ISO 45001 certification, and has been operating in accordance with this certification since then.

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, working to make improvements while striving to foster awareness of safety through education and training. In safety audits in fiscal 2023, we started again on-site audits of Group companies overseas as the COVID-19 pandemic subsided.

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, industrial physicians, occupational physicians, and members selected by the Company and labor union.



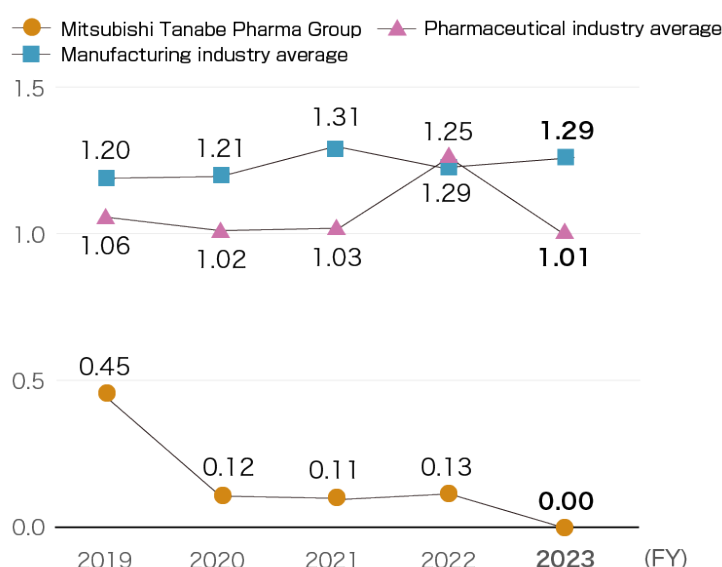
The committee reports on health and safety activities and discusses important policies for preventing occupational accidents and health disorders of employees, and health promotion. The matters reported and discussed by the committee are communicated to all employees through the health and safety meetings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

Occupational Health and Safety Activities

At the Group, 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 such as hazard recognition training, near-miss reviews, workplace inspections 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 through safety education and training (the ability to solve problems spontaneously and autonomously).

In addition to the Group's own safety initiatives, we also engaged in shared safety activities as the Mitsubishi Chemical Group, aiming for zero accidents and occupational injuries throughout the Group. In fiscal 2023, as a result of working on a range of safety measures, there were no lost time injuries in our operations in Japan, where we thus achieved our goal of a frequency rate of less than 0.20 lost time injuries. (There was one incidence of a lost time injury overseas.)

Lost time injury frequency rate



- * Lost time injury frequency rate+M15:P18e:
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:
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

- Legal/worker compliance obligation training
- Legal/Consideration obligation to safety and health training
- Hazard recognition training
- Human error prevention training
- Risk assessment training (including chemical substances)
- Static electricity training workshop
- Experiential training (fires and explosions, burns/chemical injuries, getting caught in or between equipment, handling of electricity)
- Traffic safety training



Experiential training (handling of electricity)

Shared safety activities in the Mitsubishi Chemical Group

- MCG Group Safety Convention (July)
- MCG Group Environment and Safety Awards (August)
- MCG Group Safety Lecture (November)

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 by conducting education and training on chemical substances as well as safety audits.

In particular, in response to chemical substance regulations based on autonomous management in compliance with the April 2023 revisions to the Industrial Safety and Health Act, the Group provides safety information using Safety Data Sheets and is working to ensure the safety of employees throughout the Group. Measures to this end include appointing personnel responsible for managing chemical substances as well as personnel responsible for the wearing of protective equipment, and conducting operations and management in compliance with rules and regulations.

Safety and Accident Prevention

To prevent safety-related accidents, the Group identifies risks at each office, prioritizing them and examining measures for their removal or reduction, and then reflecting them in the capital investment plan for the next fiscal year to improve unsafe facilities and equipment. Moreover we actively promote operation-specific training in handling of low voltages, and are working to ensure employee safety and improve electrical safety.

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 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 health and safety 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 2023, 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.



Society > Together with Employees

Health and Productivity Management

Health and Productivity Management Initiatives

The Mitsubishi Chemical Group (MCG Group) is committed to health and productivity management that values the health and safety of people and organizations, aiming to enable each employee to enjoy working with energy and play an active role while keeping a good work-life balance and leading a fulfilling life.

* "Kenkokeiei," which means Health and Productivity Management, is a registered trademark of the Nonprofit Organization Kenkokeiei.

For details, please refer to the MCG Group website.

Health and Productivity Management

https://www.mcgc.com/english/group/health_productivity_management/index.html 

Health Pledge

We, the Mitsubishi Chemical Group, lead with innovative solutions to achieve KAITEKI, the well-being of people and the planet.
The driving force behind this is for each and every employee to maintain good mental and physical health and work with enthusiasm.
By promoting our own health and creating fulfilling work environments for all, we will enhance each individual's well-being and help the organization and its people flourish to the fullest.

Health and Productivity Management by the Mitsubishi Chemical Group

Definition

Health and Productivity Management refers to initiatives that maximize the active participation of "workers" - one of the most valuable assets - from the perspective of health.

Basic Principles

- We will promote our own health to realize our Purpose.
- We will develop enabling work environments for each individual to reach their full potential and play an active role.

Three Pillars of Our Initiatives

Healthy lifestyle habits	Mental health	Fulfilling work environments
<ul style="list-style-type: none"> • Appropriate actions based on health checkup results • Health guidelines • Preventing aggravation • Promoting cancer screening • Improving lifestyles (e.g., smoking cessation, exercise, sleep, diet, etc.) 	<ul style="list-style-type: none"> • Supporting employees with mental health issues • Enhancing stress management skills <ul style="list-style-type: none"> • Self-care • Life-care, etc. 	<ul style="list-style-type: none"> • Supporting the success of diverse human resources • Preventing fat accidents • Preventing second-hand smoke • Managing chemical substances • Managing working hours • Work-life balance • Promoting communication, etc.

Basic Policy on Health and Productivity Management

Based on the MCG Group's Basic Policy on Health and Productivity, the MTPC* Group has defined the following health policy, which it is working to implement.

* An abbreviation for 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.

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

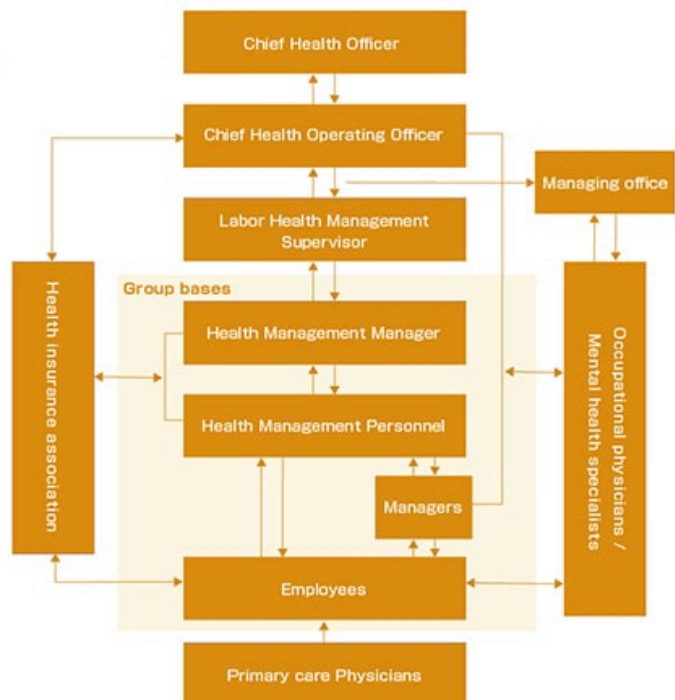
In some cases, the manager of the department that controls health management or the Labor Health Management Supervisor in each bases' organization may serve concurrently as the Health Management Manager

Health Management Personnel

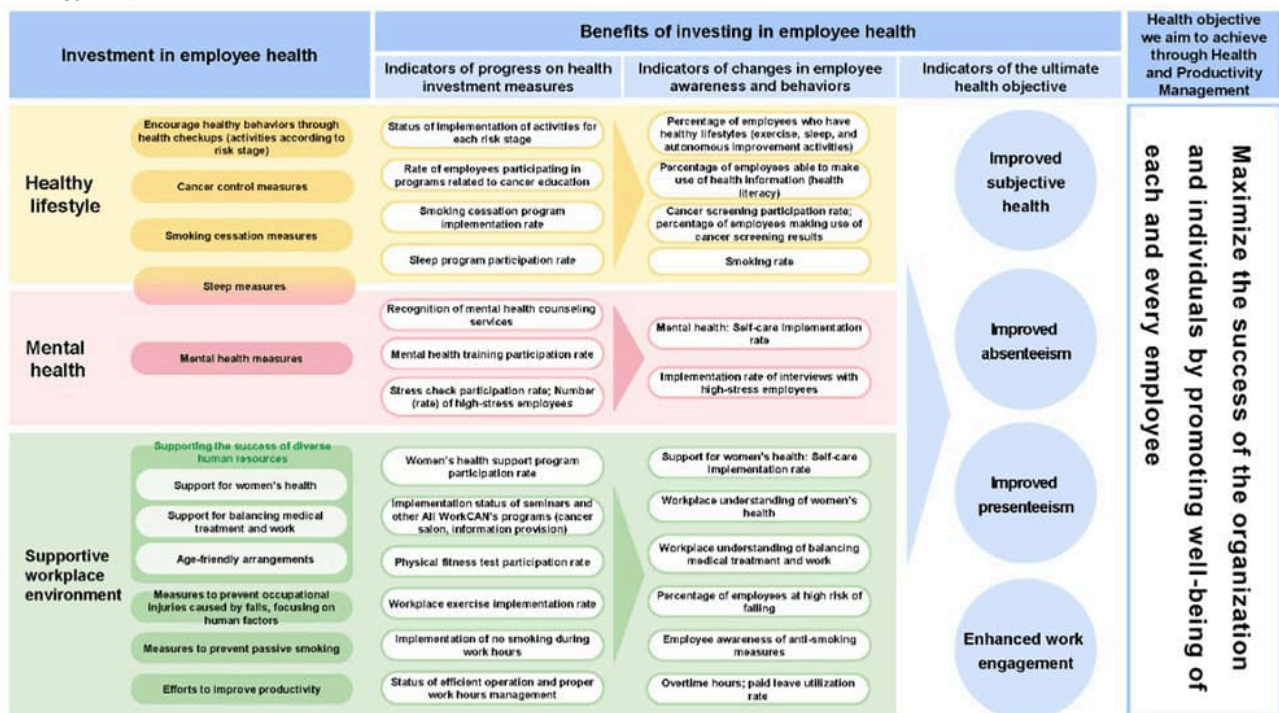
Nursing staff or healthcare support staff at each base

Managing office

Human resources department



Strategy Map



➤ Strategy Map [PDF: 69.2 KB]

➤ Well-being Report 2023 Mitsubishi Chemical Group Our Health [PDF: 1.3MB]

Fiscal 2023 results (MTPC Group)

> Fiscal 2023 results for health and productivity management initiatives [PDF: 296KB] 

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 2023, as the Mitsubishi Tanabe Pharma Group we were certified by the Ministry of Economy, Trade and Industry's "Outstanding Enterprise in Health and Productivity Management – White 500" (large enterprise category). Although this was the eighth consecutive year we had been certified since fiscal 2017, it was the first such certification for the MCG Group. Companies are evaluated on "Management Philosophy and Policies," "Organizational Frameworks," "Implementation of Systems and Measures," and "Evaluation and Improvement." The Group exceeded the industry average for all evaluation items, particularly in the "Management Philosophy and Policies" field.



MCG Group health and productivity management is defined as an initiative that maximizes the vitality of people and organizations, improving the well-being of each employee who is tasked with the purpose by supporting them from a health-based perspective. This system is being developed based on the MCG Group Basic Policy on Health and Productivity. Activities are focused on three pillars: a healthy lifestyle, mental health, and a comfortable working environment, and are intended to improve presenteeism and absenteeism* and engagement with work.

* Presenteeism is a term for the state in which a person is working with reduced productivity due to health problems they face, while absenteeism refers to the state of being absent from work.

The MCG Group has been designated as a "Sports Yell Company 2024" (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 and health-related events that utilize wearable devices, in an effort to encourage people to exercise. 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, encouraging people to exercise voluntarily through measures such as distributing stretching videos made by in-house massage therapists and offering exercise seminars from sports club trainers in a hybrid online/in-person format. We are also undertaking a range of initiatives that take other angles to this issue, such as offering discounts that families can 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 fourth 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, introducing systems to support a balance between work and medical treatment, and holding in-house cancer support groups. From fiscal 2021, we introduced cancer preventative e-learning for all employees, with a participation rate of 92.7% in fiscal 2021, and 96.2% in fiscal 2022. In fiscal 2023, we conducted e-learning sessions on the cervical cancer vaccine, with a 96.6% participation rate.



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 2023, we will implement it throughout the domestic Group in fiscal 2024, focusing on ensuring that people take paid leave and maintaining an appropriate number of total working hours.

* MTPC's domestic Group, including management supervisors

Fiscal 2024 TM* Campaign - 2 TMs-

In fiscal 2024, we will roll out each initiative with the final goal of reducing total annual working hours per person to under 1,850 hours by achieving the "2 TMs."

(1) Reduce overtime work (Time Management)

Throughout the Company we will, in principle, prohibit working and the sending of e-mails at night, early in the morning and on holidays, and set 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. Each organization will also engage in activities that match their own particular circumstances, such as working styles and workloads.

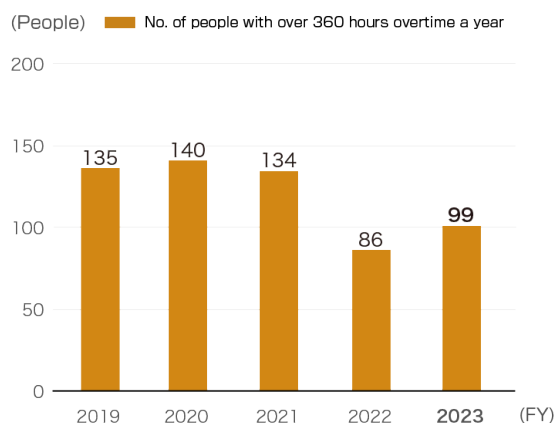
(2) Ensure proper rest (Time Making)

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.

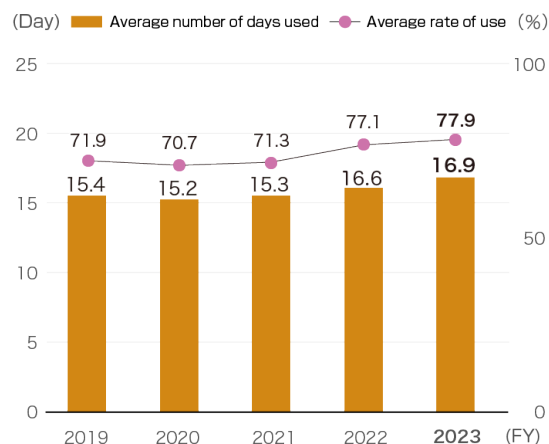
Fiscal 2023 TM Campaign results

That target of 70% or more employees taking paid leave was achieved, with 77.9% of people taking leave. The number of employees working long hours (overtime in excess of 360 hours per year), including managers and supervisors, was up 15.1% year-on-year, failing to meet our fiscal 2023 target of a year-on-year reduction, with total annual working hours increasing by 2.9%. A change in working systems in some organizations had a significant effect, and so while actual working hours did not increase significantly, we will continue with our efforts towards reduction.

No. of people with over 360 hours overtime a year



Average usage rate of paid time of

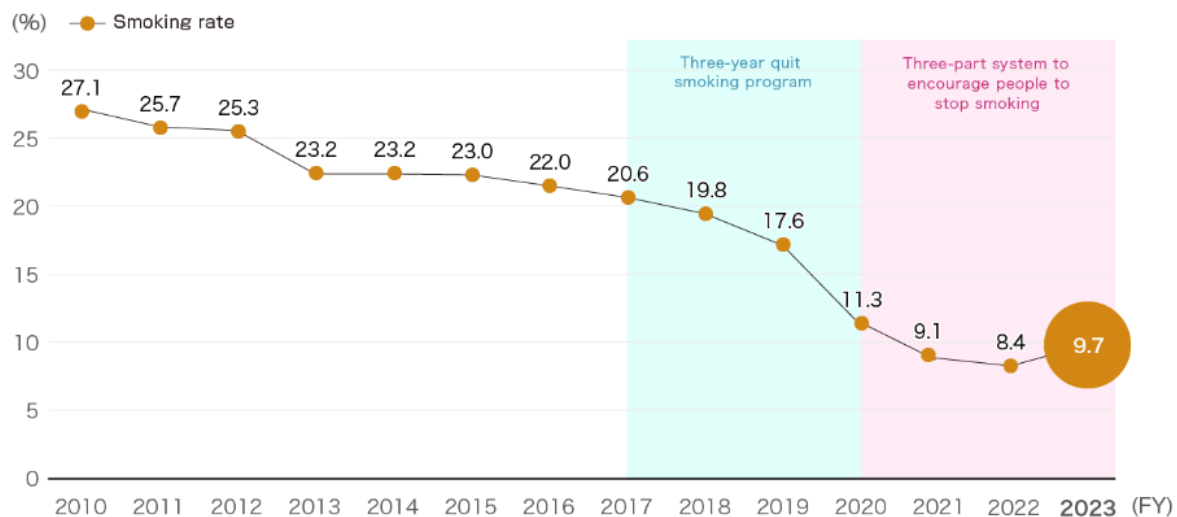


Strengthening Preventative Measures against Lifestyle-Related Diseases

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 lifestyle improvement seminars held to manage blood pressure. In fiscal 2023, 75.3% of people at high risk attended seminars, with 24.4% of medium-risk people attending (voluntarily), and thus these seminars provided an opportunity to acquire knowledge on preventing high blood pressure. In terms of improvement in program participants for fiscal 2022, the ratio of people at high risk decreased from 4.1% to 3.8%, while medium-risk numbers dropped from 24.1% to 23.8%.

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, with top management (the representative director and the chairman of the labor union) offering messages every year on May 31st (World No-Tobacco Day), to encourage people to stop smoking, with the goal of creating a smoke-free culture. In fiscal 2023, 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 "One Team 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. From fiscal 2023, we have conducted a survey on the ratio of smokers for the entire MCG Group, with the smoking ratio for the Mitsubishi Tanabe Pharma Group standing at 9.7%. Looking to the future, 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.

Smoking rate



* From fiscal 2023 survey methods were revised to meet the MCG Group standard



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 99% in fiscal 2023. 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 in the form of reference materials for improvement.

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.

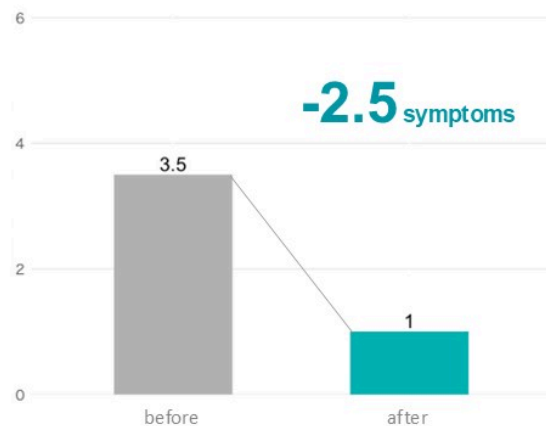
We are implementing e-learning-based training for all MCG Group employees to promote self-care. Themed around the idea of seeking advice early rather than struggling on one's own, participants learned how to seek advance and the benefits to be gained by consulting others. This training had a high participation rate of 97.3% in the Mitsubishi Tanabe Pharma Group. Moreover, e-learning training focusing on key points of listening to one's subordinates and connecting them with specialists was provided to management staff at Mitsubishi Chemical and the Mitsubishi Tanabe Pharma Group as Line Care,* with a participation rate of 97.6% at the Mitsubishi Tanabe Pharma Group.

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 staff.

- Changes in the number of subjective symptoms

The total number of subjective symptoms decreased by an average of 2.5.



The number of symptomatic days over 30 days decreased by 6.4 days.



10

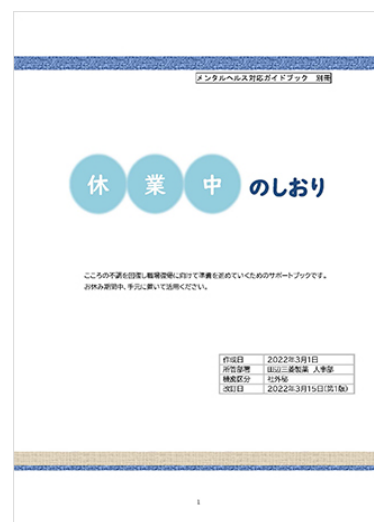
The depression risk score, measured by the K6, decreased by 0.2 points.



11

メンタルヘルス対応ガイドブック

作成日	2012年4月1日
所管部署	田辺三宮健康 人事部
機密区分	社内秘
改訂日	2013年12月1日 (第1版)
	2014年 4月1日 (第2版)
	2014年10月1日 (第3版)
	2015年10月1日 (第4版)
	2016年 4月1日 (第5版)
	2017年 4月1日 (第6版)
	2018年 4月1日 (第7版)
	2019年 4月1日 (第8版)
	2020年 4月1日 (第9版)
	2020年 4月1日 (第10版)
	2021年 4月1日 (第11版)
	2021年11月1日 (第12版)
	2022年 3月15日 (第13版)



Preventative Measures against Infectious Diseases

Because many sales personnel at the Mitsubishi Tanabe Pharma Group visit medical facilities frequently, we are working to improve measures to counter infectious diseases. In fiscal 2023, our focus was on three core activities: (1) promotion of additional measures against rubella, (2) promotion of vaccination against influenza, and (3) enhanced literacy with regard to infectious diseases.

(1) 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. Additionally, in 2023, we held video training for all employees regarding rubella. This training featured distribution of a lecture given by a member of a family with a child suffering from congenital rubella syndrome. This lecture offered employees personal insights into the need for additional measures against this disease. In surveys taken after the training, 99.6% of respondents stated that they understood or had a reasonable understanding of congenital rubella syndrome.

(2) 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 67.7% vaccination rate in fiscal 2023.

(3) 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 content of this study centers around a theme chosen every year to reflect the societal circumstances of the day, and recently has focused on issues such as basic measures to prevent infection, COVID-19, influenza viruses, additional measures against rubella, and precautions when traveling overseas. In fiscal 2023, we provided training on cervical cancer—which is caused by infection—and the cervical cancer vaccine. The participation rate for this training was 96.6%. And 99.5% of people who participated in these e-learning sessions responded that they understood or have a reasonable understanding of the causes of cervical cancer and the effectiveness of the vaccine.

Going forward we will continue to work from a range of different perspectives to promote awareness of infectious diseases, which will help to create an environment in which employees can work with peace of mind.

Support for Women's Health

The Mitsubishi Tanabe Pharma Group conducted an awareness survey of all employees on women's health in fiscal 2021. The results of this survey showed that the Group has 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. Based on these conclusions, in fiscal 2022, we held online seminars for all employees on themes such as women's health issues and menopausal syndrome, which proved to be opportunities to deepen understanding of women's health, and in fiscal 2023, the entire MCG Group began initiatives related to these issues. We conducted a survey of all employees (LunaLuna Office* Check) in fiscal 2023, which found presenteeism and absenteeism were occurring, brought on by menstrual difficulties and menopausal symptoms suffered by female employees of the Group. In addition to addressing these issues, we hold online seminars and provide information on a range of women's health issues, including gynecological cancers and pregnancy and infertility treatments. In October 2023, Pink Ribbon Month (Breast Cancer Awareness Month,) we invited Dr. Toshimi Takano, a breast oncologist from The Cancer Institute Hospital of JFCR, to give a lecture at the first online breast cancer seminar held by the MCG Group, which was attended by many employees.

* Femtech service for business provided by LIFEM Corporation to support the improvement of health problems faced by working women. "Femtech" is a portmanteau of the words, "Female," and "Technology," and uses technology to solve these health issues.



Doctor Toshimi Takano, lecturer, with the members of the seminar secretariat



Shower cards for breast massage were given to those participants who wanted them (Certified NPO Japan Society of Breast Health)

Age-Friendly Measures (Occupational Accident Countermeasures Focusing on Human Factors)

The MCG Group promotes two main initiatives as occupational accident countermeasures focusing on human factors: Mitsubishi Chemical Group Exercises intended to maintain and improve physical capabilities and prevent falls, and safety fitness tests that allow people to understand their risk of falling.

Preventing work-related falls and accidents is now a worldwide concern, with businesses being asked to actively work to ensure safety and create age-friendly workplaces where older employees can continue to play an active and vital role as they age.

In November 2023, the MCG Group conducted e-learning for all employees worldwide to deepen their understanding of measures to prevent work-related falls and accidents.

And 95.8% of employees at the Mitsubishi Tanabe Pharma Group participated, making this an opportunity to learn for many employees.

Going forward, the Mitsubishi Tanabe Pharma Group will evaluate and promote effective management and development methods suited to working conditions at a variety of sites, including manufacturing, research, and office sites, basing these evaluations on diversifying work styles and the level of risk for falls.



Workplace members performing Mitsubishi Chemical Group Exercises online at the start of a team meeting

Collaborative Health

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**

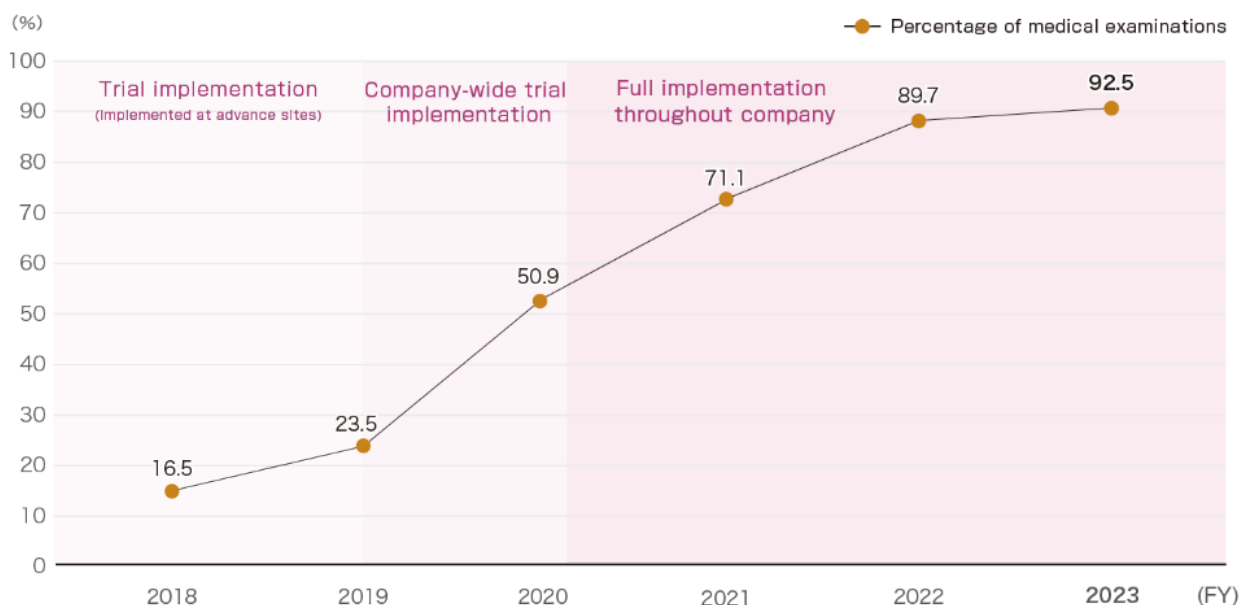
Since fiscal 2018, we have been encouraging employees aged 35 and over to have physical examinations instead of periodic health checkups. We hope that substituting the results of physical examinations for those of periodic health checks will increase the rate of participation in cancer screening, and 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 96.6% in fiscal 2023 (conducted at the same time as the infectious disease e-learning course.)

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

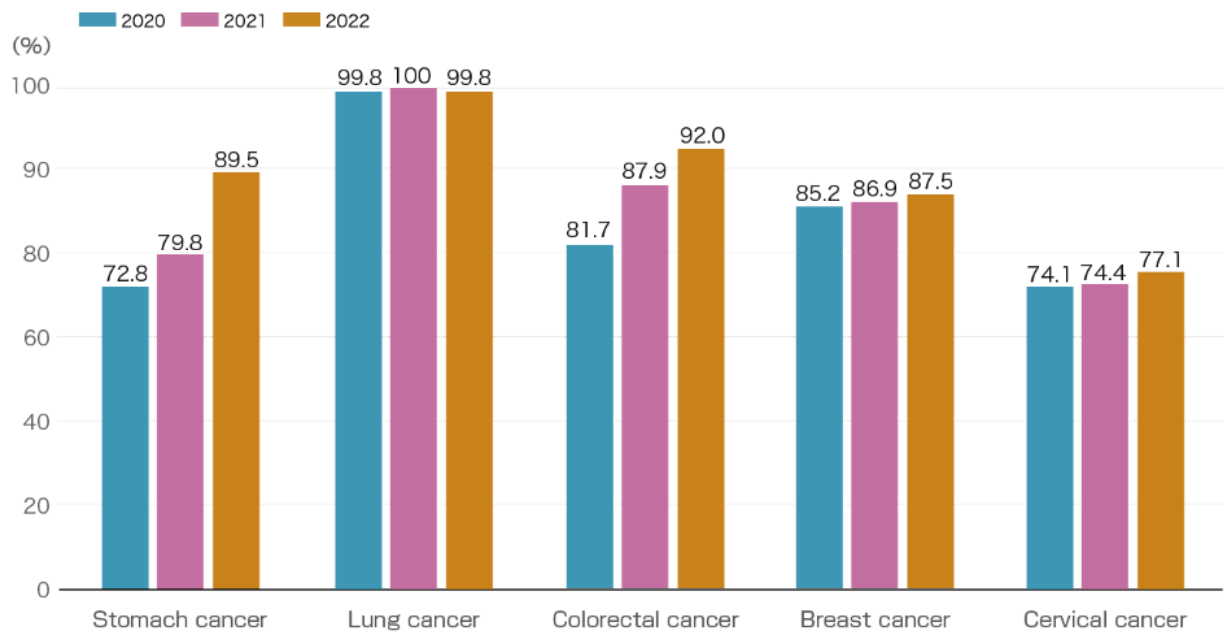
The health insurance association has implemented a range of healthcare initiatives for insured people. They hold a walking campaign every year that publishes the number of steps walked each day by participants on the campaign website by linking the health insurance association portal site to wearable devices. 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 2023, the campaign had a 27.8% participation rate in the first half of the year, and 26.2% in the second half.

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 subsidizes recipients' examination costs.

Trends in percentage of employees receiving physical examinations in place of periodic health checkups



Cancer screening participation rate recommended by the government

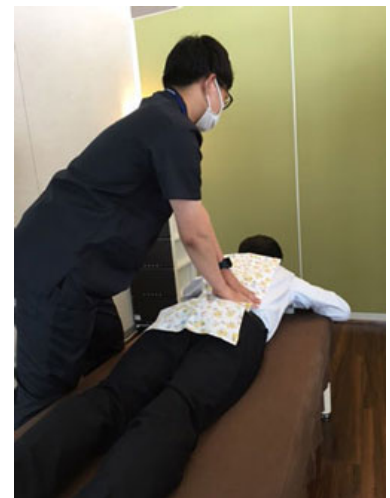


* Lung cancer testing tabulated based on the number of people who have had chest X-rays or CT scans

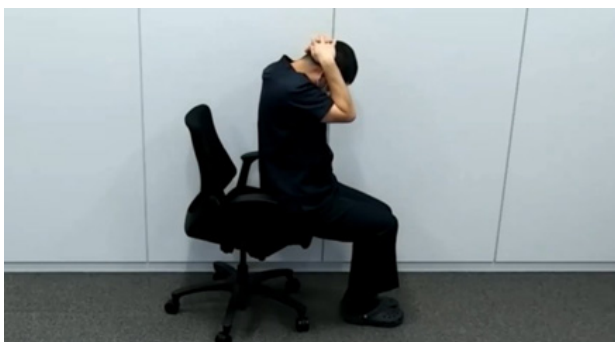
Introduction of In-House Massage

We have opened a massage room at headquarters as part of our health and productivity management initiative and employment of people with disabilities, where visually impaired employees who are government licensed Shiatsu massage professionals offer 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 99.6% for fiscal 2023. Additionally, a survey of users showed a high level of satisfaction with the skills of the massage person, with 65% stating that it was "Very good," and 35% stating it was "good."

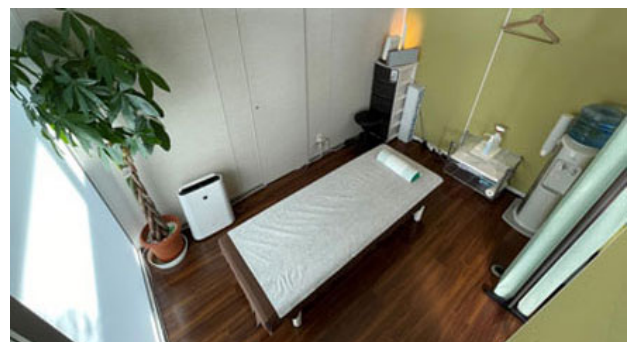
Due to the increased number of people working remotely, we regularly distribute online lectures showing stretches and pressure points that employees can use for self-care.



Massage room treatment



Online distribution: Showing how to stretch the splenius muscle



Massage room



Society > Together with Business Partners

Establishment of a Sustainable Supply Chain

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)

Conducting a Survey of Business Partners

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, and 50 companies responded to the previous survey. 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.



Society > Together with Local Communities and Society

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

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

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

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 > Together with Local Communities and Society

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. We added new domains to the original ones, and in fiscal 2023, provided a total of 28.1 million yen for 11 projects to support education initiatives in the fields of diabetes, renal disease, and ailments of the central nervous 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) (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 2023, 17 organizations were selected for assistance.

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 was conducted online due to the COVID-19 pandemic, but in fiscal 2023, we divided this into two days, October 24 (Tokyo) and October 31 (Osaka), at which 15 groups of organizations attended to offer reports and exchange opinions face-to-face for the first time in four years.



Meeting to report on support operations

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

Employment Support 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 fluctuate in severity, 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 employment support seminars for IBD patients. At these seminars, patients are offered lectures by career consultants, and 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 2023, these seminars were held two times, with a different theme on each occasion. At the panel discussions, the real-life stories from participating patients who spoke about finding and changing jobs, and their positive attitude regarding the future were particularly impressive. We hope that these seminars help to address the worries and concerns that IBD patients have with regard to work.



Seminar information

Achievements in fiscal 2023

September 2023 "Tips for working with IBD — Turning chance occurrences into opportunities! Career development through the Planned Happenstance theory"

March 2023 "Tips for working with IBD — Revealing the turning point and looking for the first step in finding or changing jobs"

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

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) ☐

Sponsorship and participation in charity and walking events (United States)

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) and Parkinson's disease.

In fiscal 2023, we co-sponsored and participated in 78 fundraising events, attended by around 150 employees and their families and friends. These events raise awareness and recognition of ALS and Parkinson's disease 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 (for ALS patients)*, and support activities at the state and national level.



Participating in disease awareness events

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

Support for educational activities (United States)

MTPA supports 62 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 2023, we held education symposiums, mental health support, caregiver programs, and meetings of patient organizations, as well as disease education support for young professional groups.



Webinar "A Journey With Our ALS Treatment Option"

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, 2023), 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 60,000 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."

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 TSURUMI Children's Hospice and Yokohama Children's Hospice.

Supporting events to raise awareness of children's hospices and pediatric palliative care

We supported the 5th National Children's Hospice Summit, which was held on February 23, 2024, with 12 of our employees assisting as volunteer staff to help in setting up the venue, handling reception, and acting as timekeepers. On the day, the summit featured reports on the activities of hospice-affiliated groups in Japan and there were even messages from the United Kingdom, a leader in hospice care. We have supported these activities since 2018, and the presence of multiple media organizations at the venue has led us to feel that there is a growing interest in children's hospices.



Volunteers and the summit

Supporting TSURUMI Children's Hospice through the Osaka Marathon

Located in Osaka City's Tsurumi Ward, TSURUMI Children's Hospice (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. Five 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, 2024. Spurred on by the encouragement of a volunteer cheering squad, all of our charity runners were able to complete the marathon.



The Osaka Marathon runners and the cheering squad

[Comments from employees who ran]

- It felt like I was running together with the cheering squad and the staff from TSURUMI Children's Hospice, which made it fun.
- The encouraging cheers from the roadside and my desire to protect the smiles of the children of whom I am so fond kept me running, even though it was raining and cold.

Supporting the Yokohama Children's Hospice through Tokyo Yamathon*

The Tokyo Yamathon was held on October 21, 2023, by International Volunteer Group Japan. All fees for participating in this event were donated to the Yokohama Children's Hospice Project. As a supporting company, in addition to the 12 employees who volunteered, on the day we provided 1,400 bottles of 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.



Participants and volunteers at the Tokyo Yamathon.

Holding a summer festival at Yokohama Children's Hospice

On July 30, 2023, we held the "Umi-Sora Tanamin Summer Festival" at "Umi to Sora no Ouch (Home of Sea and Sky)," a facility run by the certified NPO Yokohama Children's Hospice Project. In response to the needs of the Yokohama Children's Hospice, we planned a summer festival to which we invited children using the hospice, along with their families, for a total of 46 people in 13 families. On the day of the festival the venue resounded to the music of drums and flutes, and the families attending enjoyed the vast array of booths on offer, including ring-tosses, lucky string pulls, number matching lotteries, yoyos, goldfish scoops, bath-bomb making, a photo spot, cold Ramune drinks, and a booth with animal-shaped bread to choose from. There were many smiles to be seen.

[Comments from families]

- I usually can't spend much time with my siblings, so I was looking forward to this festival, which I thought would be an opportunity to spend a long summer together with them free from worry.
- This festival was a lot of fun because I have been unable to take my family to summer festivals out of fear of infection.
- This festival offered so many brand-new experiences!



The Umi-Sora Tanamin Summer Festival

The children were overjoyed!

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, the Mitsubishi Tanabe Pharma Indonesia's Bandung Plant collaborates with the Indonesian Red Cross Society to participate in blood drives.

In fiscal 2023, 606 employees donated blood in Japan and overseas.



Giving blood at Mitsubishi Tanabe Pharma Indonesia (Bandung plant)

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

On the third Thursday of every month, we hold direct sales of freshly baked bread and confectionaries made at welfare facilities catering to people with disabilities at our headquarters. Each carefully made, these baked goods are a favorite of our employees and sell out every time. 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 freshly baked bread and confectionaries

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 2023, 105,330 yen was donated, and the cumulative total donated since the start of the activity reached 1,500,000 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 2023 meals contributed through participation in the TABLE FOR TWO program (Converted at 20 yen per meal)

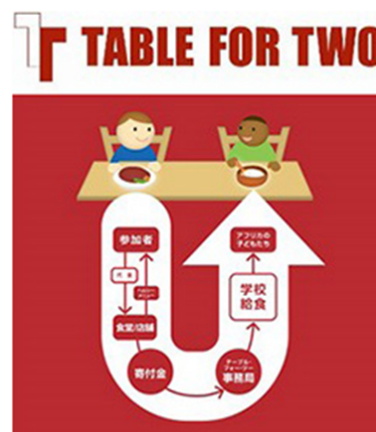
Contributions from the TFT menu	Contributions from TFT vending machines	Total
52,180 yen (2,609 meals)	53,150 yen (2,658 meals)	105,330 yen (5,267 meals)



Healthy TFT menu



TFT vending machines



TFT framework

Participating in Onigiri Action 2023

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 of an onigiri (rice ball) photo on social media and other dedicated websites.

While appealing widely to employees of the Mitsubishi Chemical Group (MCG Group), the Company held an "Onigiri Action Event" on October 11, 2023, as a collaborative initiative between the headquarters, Yokohama office, Yoshitomi office, and Onoda office. On the day of the event, with the collaboration of our cafeterias, we offered onigiri containing slightly different ingredients to those normally used, and "Onigiri Action Special Lunches." Each office offered its own innovations, such as preparing fun point-of-purchase materials to take photos together with, and many employees participated by taking pictures of onigiri and posting them to social media and the dedicated Onigiri Action website.

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



The impressive sight of the rows of onigiri

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 2023, a total of 224,492 yen, equivalent to polio vaccines for 11,225 children, was raised from employee donations and matching gifts from the Company. Since the start of these activities, total donations were about 2.75 million yen, equivalent to about 137,500 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.



Offices participating in vaccine support

Fiscal 2023 contributions resulting from participation in vaccine support activities for children in developing countries

	Amount of contributions	Polio vaccine (estimate)
Employees	112,246 yen	5,612 doses
Company matching	112,246 yen	5,612 doses
Total	224,492 yen	11,225 doses



Society > Together with Local Communities and Society

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 2023, the foundation provided 105 grants worth a total amount of 134 million yen. For further information about the supported research and grant recipients, please refer to the foundation's website. (<https://www.smrf.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 2023, the foundation provided 165 grants worth a total amount of 82.3 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 (fiscal 2013 - fiscal 2017) and second phase (fiscal 2018 - fiscal 2022), the Company is also providing financial support to the GHIT Fund for third phase (fiscal 2023 – 2027). 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.



Society > Together with Local Communities and Society

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 2023 greening and beautification activities

Worksite	Program name
Headquarters	<ul style="list-style-type: none"> Osaka Marathon cleanup operation (office surroundings)
Yokohama Office	<ul style="list-style-type: none"> Hama-Road Supporter (office surroundings)
Onoda Office	<ul style="list-style-type: none"> Seto Inland Sea cleanup operation (office surroundings) Japan archipelago cleanup operation Cleaning activities around our office
Yoshitomi Office	<ul style="list-style-type: none"> Yoshitomi seashore cleaning (sponsored by Yoshitomi Town) Clean Operation (office surroundings)
Hokkaido Branch	<ul style="list-style-type: none"> Kita Ichijo Street Neighborhood Association Safety and Cleanup Campaign
Taiwan Tanabe Seiyaku	<ul style="list-style-type: none"> Greening and beautification activities around our plant Hongmao Fishing Port beach cleanup activities
Mitsubishi Tanabe Pharma Korea	<ul style="list-style-type: none"> Cleaning activities at the plant and surrounding area on Environment Day
Mitsubishi Tanabe Pharma Indonesia	<ul style="list-style-type: none"> Tree planting to promote greening of the area around our plant

Click [here](#) for biodiversity conservation initiatives



Osaka Marathon cleanup operation (Headquarters)



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



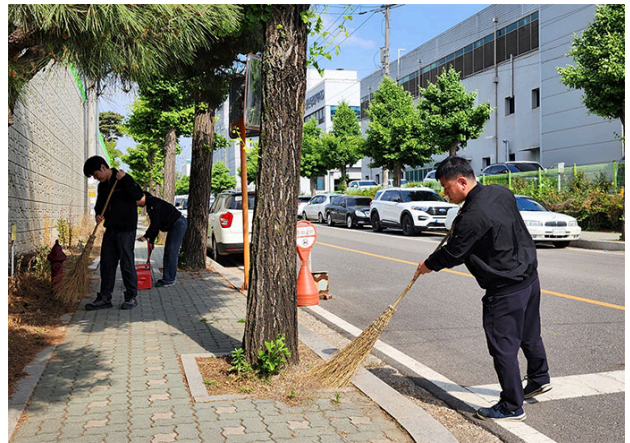
Cleanup operation (Yoshitomi Office)



Japan archipelago cleanup operation (Onoda Office)



Hama-road supporter activities (Yokohama Office)



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



Hongmao Fishing Port beach cleanup activities (Taiwan Tanabe Seiyaku)



Planting and maintenance for greening and beautification activities around our plant (Mitsubishi Tanabe Pharma Indonesia Bandung Plant)

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. In fiscal 2023, we helped support the provision of vaccines for approximately 110 children (by collecting around 250 kg of caps).



Collection, cleaning, and dispatch performed by Tanabe Palm Service,
a special subsidiary company (Headquarters)

Many bottle caps were collected.



Society > Together with Local Communities and Society

Promotion of Local Communities

The Mitsubishi Tanabe Pharma 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 nine years since its opening, about 40,000 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/>) Additionally, from March through to September 2024 we are holding a special exhibition that focuses on the efforts of the Company's former president and chairman to promote Japanese soccer in the past, and offers those who are unfamiliar with the pharmaceutical industry or Doshomachi a chance to visit the museum.

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 2024," the Association for Corporate Support of the Arts

In July 2024, the operation of this museum was certified under the "This is MECENAT 2024" 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 fifth 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
2024

Holding the 2023 Namboku Jizoson "Jizobon"

The Namboku Jizo Bosatsu (Bodhisattva) is enshrined in a temple in a public space on the grounds of our head offices. On August 23, 2023, we held a Namboku Jizoson "Jizobon"* in the public space outside the first floor of the building. Jizobon is a traditional event at which we pray for the health of children, and this marked the second time we had held one since the summer of 2022. On the day of the event, we arranged for some entertainment for local residents to take place after priests had chanted some Sutras, and prayed for our children to grow up strong and healthy. The children in attendance absorbed themselves in fishing for yoyos in their favorite colors, to tremendous delight when they succeeded. Despite the heat, many wore traditional jinbei or yukata, and there were smiles on the faces of the local people who came to pray to the Jizo Bosatsu, bringing a fun summer atmosphere to our offices for a while. We intend to continue this event as a way to contribute to the development and revitalization of the region.

* Jizobon: Refers to the festival days for Jizo Bosatsu, which occur around the 23rd and 24th of August. Jizobon is a traditional event that is primarily a feature in the Kansai region. People pray to the Jizo Bosatsu, who is said to be guardian deity of children, in the hope that their children will be happy and healthy. They offer gifts to the Jizo Bosatsu and enjoy playing games and eating sweet treats together.



The Jizo memorial service



Children enjoying themselves



Yo-yo fishing



Tanamin photo corner

Namboku Jizo Bosatsu

This stone Jizo was dug out of the earth at a point to the south-west of the current headquarters building in 1825 (the original site of the storehouse belonging to the third generation Kihei Konishi) and given to Tanabe Pharmaceuticals by the Konishi family in 1947. It has been worshipped as the Namboku Jizo Bosatsu ever since Namboku Mizuno (1760-1834), a renowned physiognomist, designated the excavated statue a Jizo. In 1957, it was moved to the Osaka factory (Kajima office) when the Company headquarters was renovated, and then moved back when the Kajima office closed in October 2021.



A temple in a public space

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 member of YAKUSOKO for many years.

Sponsored "Doshomachi Tanamin Storytelling Theater"

Tanamin Storytelling Theater, which uses the name of the Company's character Tanamin. Through rakugo, which is a traditional form of entertainment that is highly popular in Osaka, and lectures about the culture 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.

Prompted by the COVID-19 pandemic, from 2020 onwards we switched to offering these events through on-demand delivery. From fiscal 2023, they have been held normally in the headquarters building, and are attended by many people. 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

(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 2023, marking the 49th time that we have held this annual community event. On the day of the festival, we welcomed around 2,200 people, including local residents, guests, employees, and their families to the venue. Onstage the program included wadaiko and dance performances, as well as performances by live bands, bringing the venue to life. As with other years, the fireworks display brought exclamations and applause. 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.



The Yoshitomi summer festival

Donating Over-the-Counter Medicines to Children's Land

In June 2023, 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 more than 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 comments and thanks, saying, "As the COVID-19 pandemic has begun to abate, we are beginning to see a return to families on weekends and to field trip groups on weekdays. We also plan to make full use of the pool in summer and skating rink in winter, so our staff are all extremely thankful for the medical supplies received. We will use them gratefully over the year."

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

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

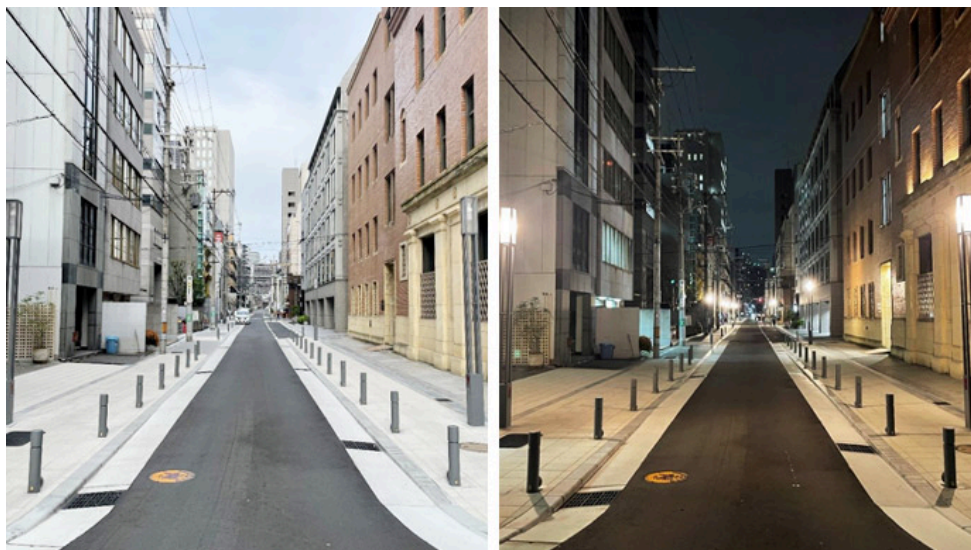
The Doshomachi Street Revitalization Project seeks to create attractive and people-friendly towns through public-private partnerships, and is working on a utility pole removal and road maintenance project in an area of Doshomachi that meets the demands of local landowners and relevant parties. A sidewalk was created in May 2022, creating an all-new nighttime view. By 2027, 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, and we will work to enhance the attractiveness of the town based on rules formulated together with the landowners along Doshomachi 2- and 3-chome.

In May 2024, the Doshomachi development association received the "2024 Town Planning Award" from the Ministry of Land, Infrastructure, Transport and Tourism.

Ministry of Land, Infrastructure, Transport and Tourism website (Japanese language only)

https://www.mlit.go.jp/report/press/toshi05_hh_000451.html 



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 (Instagram).

Doshomachi development association (known as the Doshomachi Club)

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

Instagram https://www.instagram.com/doshomachi_club/?hl=ja

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)



Society > Together with Local Communities and Society

Activities Addressing Social Needs

Developing the Next Generation

As measures to develop the next generation, the Group provides support for Japanese and international students studying at medical and pharmaceutical schools, offers visiting lectures, and uses its domestic and overseas offices for company visits and as venues for pharmaceutical-related lectures. Furthermore, we provide comprehensive learning initiatives that leverage the unique knowledge of a pharmaceutical company to benefit students.

JEES/Mitsubishi Tanabe Pharma Medical and Pharmaceutical Scholarship

To support the development of medical care, welfare, and scientific technology, and to contribute to the development of human resources in the medical and pharmaceuticals for the next generation, in March 2023, the Company established the JEES/Mitsubishi Tanabe Pharma Medical and Pharmaceutical Scholarship by making a donation to the Japan Educational Exchanges and Services ("JEES") scholarship program in support of students studying at medical and pharmaceutical faculties, as well as international students. For details on applying for scholarships, refer to the JEES website.

https://www.jees.or.jp/sc-scholarship/jees_mtpc.htm 

* JEES (Japan Educational Exchange and Services)

A public interest incorporated foundation that offers support to Japanese and international students. As part of its activities, JEES operates a program of named scholarships, under which scholarships are named for the person or company funding them.

Visiting Lectures at Schools

The Company provides visiting lectures, with employees traveling to schools to act as lecturers. Since fiscal 2021, we have participated in the "Saturday Learning Support Group,"* promoted by the Ministry of Education, Culture, Support, Science and Technology, offering programs with themes such as "Jobs in the pharmaceutical industry" (research and development of new drugs, etc.), and "Manufacturing."

In fiscal 2023, we visited eight schools to give lectures with the support of the Saturday Study Support Group website.

* The Saturday Study Support Group is an educational program promoted by the Ministry of Education, Culture, Sports, Science and Technology that supports children in their efforts directed at comprehensive learning.



A class themed on manufacturing



A visiting lecture

Student feedback

- This was the first time I had heard that it takes so much time and testing to create medicines.
- I had been thinking about studying pharmacy, so I'm glad that I was able to attend the lecture, as it was very helpful to me.
- I learned that there are many different types of work in any one society, and that there are many choices I can make about my future.
- I felt that I was able to realize my goals. I will be sure to remember the words I heard today and work hard to make my dreams come true.



Feedback from employee instructors

Speaking about my own work was an excellent opportunity to look at and think about my job objectively. Before starting, I was nervous about how the students would react, but their enthusiastic expressions as they listened, and the fact that I was able to answer their questions made me think that the lecture was worthwhile. I'm delighted that the students took an interest in pharmaceutical companies and that the lecture gave them an opportunity to learn about our work.



Company Visits

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. We accepted a total of twelve schools in fiscal 2023 for company visits at each of our business locations.



A company visit



Pharmaceutical production experiment
(Workplace experience learning)



Work experience for pharmacy students
(Taiwan Tanabe)

Student feedback

- People think of pharmaceuticals as being extraordinarily complex, but after visiting today and hearing the explanations I came to realize how deeply they are associated with my daily life. It was fun to think about how these new discoveries are linked with my life.
- I enjoyed learning about pharmaceuticals, which led me to make some new discoveries inside myself. I have found a new interest in them.
- I thought a lot about how much time and money it takes to get medicines to me, and I am now aware I receive a great deal of support in areas that are not always obvious to me.
- This visit showed me that working is not just doing something you want to do, but also doing things for others.





Feedback from employee instructors

We finished three days of lectures, practical training, and factory tours without any problems. I am glad that this proved to be a good opportunity for students to learn a great many things, such as how the medications that they take without thinking about it go through many more processes than people realize during their manufacture, and that hygiene and quality control are particularly important.

Participation in the Saturday Study Support Group

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.

2024 Support after the Noto Peninsula earthquake

The Company donated 1,000 bottles of Aspara Drink as material aid to those afflicted by the earthquake that occurred in the Noto Peninsula in January 2024. The Mitsubishi Chemical Group (MCG) also donated 50 million yen to support the earthquake victims through the Japan Red Cross Society.



Donations of Aspara Drink made by Mitsubishi Tanabe Pharma

Sales to Support Reconstruction of Disaster-Stricken Areas

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 2023, the Yokohama office held an event selling specialty products sourced from Rikuzentakata City in Iwate Prefecture as part of efforts to support reconstruction in the Tohoku region, and in May 2023, worked with our labor union to hold a bar serving local sake in Ishikawa Prefecture's Noto region to support disaster recovery in the areas affected by the 2023 Okunoto earthquake.

Event selling specialty products from Rikuzentakata City in Iwate Prefecture

In November 2023, for the first time in four years, staff from the non-profit organization Tonarino transported a large number of delicious products from Rikuzentakata City in Iwate Prefecture, allowing our Yokohama office to hold an event selling regional specialties. In addition to a variety of other items, the large Yonesaki apples, which were filled with honey, soon sold out.

Tonarino, which also offers activities such as letting people stay overnight in evacuation facilities in Rikuzentakata City, spoke about disaster preparation. The day proved to be one that made us realize the importance of acting to protect ourselves by immediately moving to high ground on feeling a large tremor if you are close to a river or the sea, taking into account the time required for a tsunami to arrive. It also helped us to become aware of the issue of crime when living in evacuation facilities.



Product exhibition



The popular Yonesaki apples



Disaster prevention interview

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

Thirteen 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 included 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.



The apple fields overlooking the sea (Rikuzentakata City)

Events to support recovery from the 2023 Okunoto earthquake

In September 2023, we collaborated with our labor union to hold a bar featuring local sake in support of disaster recovery.

At the sake bar we offered sake from breweries located near the epicenter of the earthquake (Suzu City and the town of Noto), and the proceeds were donated through the Japanese Red Cross Society. Unfortunately, however, these breweries suffered major damage in the earthquake that occurred in the Noto peninsula in January 2024. We would like to offer our deepest sympathies and best wishes for a swift recovery.



The local sake bar opened to support disaster recovery

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 Eighth 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 eight consecutive years since 2017.



Received the Gold Prize in the PRIDE INDEX for LGBT Issues for the Fifth Consecutive Year

The PRIDE INDEX, established by the "work with Pride" association is Japan's first index that evaluates the initiatives of companies and organizations related to sexual minorities such as LGBTs. Mitsubishi Tanabe Pharma received the GOLD Prize, the top award in the PRIDE INDEX 2023.



Recognized as a "2023 Cancer Control Promotion Excellent Company"

We were selected for four consecutive years 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 Fifth Consecutive Year

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 five consecutive years since fiscal 2020 that we have been so recognized.



Product and Technology Evaluations

Received the 2023 Breakthrough Award of the Division of Medicinal Chemistry, Pharmaceutical Society of Japan (PSJ)


In November 2023, we received the Breakthrough Award of the Division of Medicinal Chemistry, Pharmaceutical Society of Japan (PSJ) for our creation of "MC1R agonist MT-7117 (dersimeglon phosphoric acid)." This marks the third time we have won this award, following on from our creation of "Teneligliptin" in fiscal 2013 and "Evocalcet" in fiscal 2019.

In fiscal 2023, our research focused on medical chemistry, leading to the creation of MT-7117, and the preclinical evaluation and clinical trial results for this compound were extremely well received.

The Pharmaceutical Society of Japan confers the Breakthrough Award in the Division of Medicinal Chemistry on high-level, original drug discovery research efforts, with up to two awards made yearly.

Data

Management

Item	Data		
	FY2023	FY2022	FY2021
Respect for Human Rights >			
Basic Stance on Human Rights			
Initiatives to raise human rights awareness			
Number of entries in diversity & human rights slogan contest	661	654	568
Human Rights Awareness Promotion Committee			
↳ Number of headquarters committee members	13	12	—
↳ By department / region	15	16	—
Compliance >			
<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. For details, see the Mitsubishi Chemical Group Corporation (MCG) website. https://www.mcgc.com/english/group/compliance.html </p>			
Compliance Promotion Structure*			
Number of responsible persons for compliance / persons in charge of compliance	—	—	165
Number of meetings of responsible persons for compliance / persons in charge of compliance	—	—	Semiannually
Compliance Training*			
List of training sessions			
↳ Groupwide sessions			
↳ Times held	—	—	Once a year
↳ Number of participants	—	—	4,590
↳ Divisional sessions			
↳ Times held	—	—	Once a year
↳ Number of participants	—	—	4,667

Item	Data		
	FY2023	FY2022	FY2021
└ Top management seminars			
└ Times held	—	—	Once a year
└ Number of participants	—	—	15
└ New employee training			
└ Times held	—	—	Twice a year
└ Number of participants			April: 25 August: 11 (MRs only)
└ Compliance and risk management check			
└ Times held	—	—	Twice a year
└ Number of participants	—	—	July: 4,586 February: 4,492
Hotlines*			
Number of hotline consultations			
└ Workplace environment	—	—	14
└ Working condition / human resources	—	—	4
└ Embezzlement / misappropriation	—	—	0
└ Laws, regulations, rules	—	—	14
└ Other	—	—	6
└ Total	—	—	38
Risk Management >			
Risk Management Associated with Business Activities			
Number of meetings of Risk Management Committee	Twice a year	Twice a year	Once a year

Item	Data		
	FY2023	FY2022	FY2021
Environmental Management >			
ISO 14001 Certifications			
Number of bases with ISO 14001 certification			
└ Domestic	2	2	2
└ Overseas	2	2	2
Targets & Initiatives >			
Achievement Status of Medium-Term Environmental Action Plan 21-25			
Rate of reduction in amount of greenhouse gas emissions (vs fiscal 2019, scope 1 + 2)			
└ Global	29%	25%	19%
Greenhouse gas emissions (Scope 3)	713.9 thousand tons-CO ₂ eq	700.9 thousand tons-CO ₂ eq	628.0 thousand tons-CO ₂ eq
Fluorocarbons			
└ Amount of leakage (Domestic)	43 kg	179 kg	68 kg
└ Amount of leakage (Domestic)	74 t-CO ₂ eq	809 t-CO ₂ eq	117 t-CO ₂ eq
Rate of reduction in amount of waste generated (vs. fiscal 2019, domestic)	40%	35%	21%
Rate of reduction in amount of final waste disposed (vs. fiscal 2019, domestic)	71%	53%	1%
Waste recycling rate (Domestic)	63%	59%	54%
Waste plastic emissions (Domestic)	181 tons	180 tons	303 tons
Waste plastic emission reduction rate (vs. previous fiscal year, domestic)	-1%	41%	-13%
Waste plastic recycling rate (Domestic)	35%	58%	52%
Rate of reduction in amount of water withdrawal (vs. fiscal 2019, domestic)	38%	37%	31%
Rate of reduction in COD emissions (vs fiscal 2019, domestic)	13%	18%	35%
Rate of reduction in chemical substance emissions (air and public waters)			
└ PRTR substances (vs. previous fiscal year, domestic)	-48%	50%	47%
└ PRTR substances (vs. fiscal 2019, domestic)	60%	73%	46%
└ VOCs (excluding PRTR substances) (vs. previous fiscal year, domestic)	13%	-13%	24%
└ VOCs (excluding PRTR substances) (vs. fiscal 2019, domestic)	21%	9%	19%

Item	Data		
	FY2023	FY2022	FY2021
Number of bases for which environmental audits were conducted			
↳ Domestic	5	5	5
↳ Overseas	1	2	1
Environment-related accidents/problems, and status of environment-related legal and regulatory compliance			
↳ Number of environmental accidents	0	0	0
↳ Amount of environmental misconduct fines	0 yen	0 yen	0 yen
Material Balance			
Input			
Energy			
Purchased electricity			
↳ Domestic	65,406 MWh	69,527 MWh	74,517 MWh
↳ Overseas	8,432 MWh	8,853 MWh	10,796 MWh
↳ Global	73,838 MWh	78,380 MWh	85,313 MWh
Electricity generated in-house using solar power			
↳ Domestic	0 MWh	0 MWh	129 MWh
↳ Overseas	98 MWh	43 MWh	0 MWh
↳ Global	98 MWh	43 MWh	129 MWh
Gases			
↳ Domestic	4,401 thousand Nm ³	4,745 thousand Nm ³	5,077 thousand Nm ³
↳ Overseas	153 thousand Nm ³	165 thousand Nm ³	415 thousand Nm ³
↳ Global	4,554 thousand Nm ³	4,910 thousand Nm ³	5,492 thousand Nm ³
Petroleum			
↳ Domestic	3,211 kL	3,228 kL	3,473 kL
↳ Overseas	39 kL	61 kL	74 kL
↳ Global	3,250 kL	3,290 kL	3,547 kL
Thermal equivalent			
↳ Domestic	952 thousand GJ	1,011 thousand GJ	1,085 thousand GJ
↳ Overseas	92 thousand GJ	98 thousand GJ	129 thousand GJ
↳ Global	1,045 thousand GJ	1,109 thousand GJ	1,214 thousand GJ
Water			
Supplied water / Industrial water			
↳ Domestic	3,154 thousand m ³	3,214 thousand m ³	3,464 thousand m ³
↳ Overseas	23 thousand m ³	22 thousand m ³	32 thousand m ³
↳ Global	3,178 thousand m ³	3,237 thousand m ³	3,496 thousand m ³
Fresh surface water (rivers, lakes, etc.)			
↳ Domestic	511 thousand m ³	490 thousand m ³	586 thousand m ³
↳ Overseas	0 thousand m ³	0 thousand m ³	0 thousand m ³
↳ Global	511 thousand m ³	490 thousand m ³	586 thousand m ³

Item	Data		
	FY2023	FY2022	FY2021
Groundwater			
└ Domestic	0 thousand m ³	2 thousand m ³	7 thousand m ³
└ Overseas	9 thousand m ³	6 thousand m ³	7 thousand m ³
└ Global	9 thousand m ³	9 thousand m ³	14 thousand m ³
Chemical Substances			
PRTR substances			
└ Domestic	101 tons	56 tons	72 tons
└ Overseas	0.02 tons	0.5 tons	0.6 tons
└ Global	101 tons	57 tons	73 tons
VOCs (excluding PRTR substances)			
└ Domestic	800 tons	968 tons	1,007 tons
└ Overseas	4 tons	5 tons	6 tons
└ Global	804 tons	972 tons	1,013 tons
Output			
Atmospheric Emissions			
Greenhouse gases			
└ Domestic	50 thousand tons-CO ₂ eq	53 thousand tons-CO ₂ eq	56 thousand tons-CO ₂ eq
└ Overseas	5 thousand tons-CO ₂ eq	5 thousand tons-CO ₂ eq	7 thousand tons-CO ₂ eq
└ Global	55 thousand tons-CO ₂ eq	58 thousand tons-CO ₂ eq	63 thousand tons-CO ₂ eq
NOx			
└ Domestic	4.2 tons	5.0 tons	6.1 tons
└ Overseas	0.6 tons	1.0 tons	1.3 tons
└ Global	4.8 tons	6.0 tons	7.3 tons
SOx			
└ Domestic	1.7 tons	1.8 tons	1.9 tons
└ Overseas	0.4 tons	0.8 tons	1.1 tons
└ Global	2.2 tons	2.6 tons	2.9 tons
Particulate matter			
└ Domestic	0.08 tons	0.09 tons	0.17 tons
└ Overseas	0.01 tons	0.02 tons	0.02 tons
└ Global	0.09 tons	0.11 tons	0.19 tons
PRTR substances			
└ Domestic	0.6 tons	0.4 tons	0.8 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.6 tons	0.4 tons	0.8 tons
VOCs (excluding PRTR substances)			
└ Domestic	14.8 tons	22.3 tons	21.0 tons
└ Overseas	0.2 tons	0.4 tons	0.5 tons
└ Global	14.9 tons	22.6 tons	21.5 tons

Item	Data		
	FY2023	FY2022	FY2021
Wastewater			
Wastewater output			
└ Domestic	3,444 thousand m ³	3,497 thousand m ³	3,936 thousand m ³
└ Overseas	24 thousand m ³	22 thousand m ³	28 thousand m ³
└ Global	3,467 thousand m ³	3,520 thousand m ³	3,964 thousand m ³
BOD pollution load			
└ Domestic	5.3 tons	5.7 tons	4.2 tons
└ Overseas	0.1 tons	0.1 tons	0.1 tons
└ Global	5.3 tons	5.7 tons	4.2 tons
COD pollution load			
└ Domestic	11.6 tons	10.9 tons	8.7 tons
└ Overseas	0.2 tons	0.2 tons	0.2 tons
└ Global	11.8 tons	11.1 tons	8.9 tons
Nitrogen			
└ Domestic	3.3 tons	2.6 tons	3.4 tons
└ Overseas	0.02 tons	0.01 tons	0.03 tons
└ Global	3.3 tons	2.6 tons	3.5 tons
Phosphorus			
└ Domestic	0.2 tons	0.1 tons	0.2 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.2 tons	0.1 tons	0.2 tons
PRTR substances			
└ Domestic	0.01 tons	0.0 tons	0.1 tons
└ Overseas	0.00 tons	0.3 tons	0.3 tons
└ Global	0.01 tons	0.3 tons	0.4 tons
VOCs (excluding PRTR substances)			
└ Domestic	16.8 tons	14.1 tons	11.2 tons
└ Overseas	2.4 tons	3.2 tons	5.3 tons
└ Global	19.1 tons	17.2 tons	16.4 tons
Waste			
Waste generated			
└ Domestic	1,433 tons	1,537 tons	1,866 tons
└ Overseas	141 tons	155 tons	133 tons
└ Global	1,575 tons	1,692 tons	1,999 tons
Volume of waste recycled			
└ Domestic	903 tons	908 tons	1,011 tons
└ Overseas	59 tons	77 tons	74 tons
└ Global	962 tons	985 tons	1,085 tons
Final disposal			
└ Domestic	12 tons	19 tons	40 tons
└ Overseas	30 tons	26 tons	20 tons
└ Global	41 tons	44 tons	59 tons

Item	Data		
	FY2023	FY2022	FY2021

Climate Change Initiatives >

Reduction of Greenhouse Gas Emissions

Scope 1 Greenhouse gas emissions

↳ From domestic base petroleum fuel use	8.1 thousand tons-CO ₂ eq	8.2 thousand tons-CO ₂ eq	8.8 thousand tons-CO ₂ eq
↳ From domestic base gas fuel use	10.1 thousand tons-CO ₂ eq	10.8 thousand tons-CO ₂ eq	11.6 thousand tons-CO ₂ eq
↳ From domestic base leakage of fluorocarbons	0.1 thousand tons-CO ₂ eq	0.8 thousand tons-CO ₂ eq	0.1 thousand tons-CO ₂ eq
↳ From overseas base petroleum fuel use	0.1 thousand tons-CO ₂ eq	0.2 thousand tons-CO ₂ eq	0.2 thousand tons-CO ₂ eq
↳ From overseas base gas fuel use	0.3 thousand tons-CO ₂ eq	0.4 thousand tons-CO ₂ eq	0.9 thousand tons-CO ₂ eq
↳ Total global volume	18.7 thousand tons-CO ₂ eq	20.3 thousand tons-CO ₂ eq	21.6 thousand tons-CO ₂ eq

Rate of reduction in amount of scope 1 greenhouse gas emissions (vs. fiscal 2019)

↳ Global	33%	27%	23%
----------	-----	-----	-----

Scope 2 Greenhouse gas emissions

↳ From domestic base purchases of electricity	31.4 thousand tons-CO ₂ eq	32.9 thousand tons-CO ₂ eq	35.2 thousand tons-CO ₂ eq
↳ From overseas base purchases of electricity	4.9 thousand tons-CO ₂ eq	5.0 thousand tons-CO ₂ eq	6.0 thousand tons-CO ₂ eq
↳ Total global volume	36.3 thousand tons-CO ₂ eq	37.9 thousand tons-CO ₂ eq	41.2 thousand tons-CO ₂ eq

Rate of reduction in amount of scope 2 greenhouse gas emissions (vs. fiscal 2019)

↳ Global	27 %	24 %	17 %
----------	------	------	------

Scope 1+2 Greenhouse gas emissions

↳ Domestic	49.6 thousand tons-CO ₂ eq	52.7 thousand tons-CO ₂ eq	55.7 thousand tons-CO ₂ eq
↳ Overseas	5.4 thousand tons-CO ₂ eq	5.5 thousand tons-CO ₂ eq	7.1 thousand tons-CO ₂ eq
↳ Global	55.0 thousand tons-CO ₂ eq	58.2 thousand tons-CO ₂ eq	62.8 thousand tons-CO ₂ eq

Rate of reduction in amount of scope 1 + 2 greenhouse gas emissions (vs. fiscal 2019)

↳ Global	29%	25%	19%
----------	-----	-----	-----

Scope 3 Greenhouse gas emissions

↳ Category 1 (Purchased goods and services)	682.2 thousand tons-CO ₂ eq	665.0 thousand tons-CO ₂ eq	588.9 thousand tons-CO ₂ eq
↳ Category 2 (Capital goods)	17.1 thousand tons-CO ₂ eq	20.2 thousand tons-CO ₂ eq	22.2 thousand tons-CO ₂ eq
↳ Category 3 (Fuel and energy related activities not included in Scope 1 or 2)	9.0 thousand tons-CO ₂ eq	10.3 thousand tons-CO ₂ eq	11.0 thousand tons-CO ₂ eq
↳ Category 4 (Transport and delivery (upstream))	2.3 thousand tons-CO ₂ eq	1.9 thousand tons-CO ₂ eq	2.0 thousand tons-CO ₂ eq

Item	Data		
	FY2023	FY2022	FY2021
└ Category 5 (Waste generated in operations)	1.3 thousand tons-CO ₂ eq	1.2 thousand tons-CO ₂ eq	1.6 thousand tons-CO ₂ eq
└ Category 6 (Business travel)	0.7 thousand tons-CO ₂ eq	0.8 thousand tons-CO ₂ eq	0.9 thousand tons-CO ₂ eq
└ Category 7 (Employee commuting)	1.1 thousand tons-CO ₂ eq	1.1 thousand tons-CO ₂ eq	1.0 thousand tons-CO ₂ eq
└ Category 12 (End-of-life treatment of sold products)	0.2 thousand tons-CO ₂ eq	0.3 thousand tons-CO ₂ eq	0.4 thousand tons-CO ₂ eq
└ Total global volume	713.9 thousand tons-CO ₂ eq	700.9 thousand tons-CO ₂ eq	628.0 thousand tons-CO ₂ eq
Scope 1+2+3 Greenhouse gas emissions			
└ Total global volume	768.9 thousand tons-CO ₂ eq	759.1 thousand tons-CO ₂ eq	690.8 thousand tons-CO ₂ eq
Reduction of Energy Consumption			
Energy used (Global)			
└ Petroleum fuel	118 thousand GJ	122 thousand GJ	132 thousand GJ
└ Gas fuel	208 thousand GJ	225 thousand GJ	251 thousand GJ
└ Electricity	718 thousand GJ	763 thousand GJ	832 thousand GJ
└ Total	1,045 thousand GJ	1,109 thousand GJ	1,214 thousand GJ
Initiatives to Reduce Emissions of Greenhouse Gas			
Rate of Company-owned vehicles that are hybrid vehicles	70%	67%	64%
Number of Company-owned vehicles (Domestic)			
└ CO ₂ emissions	3,596 t-CO ₂	3,520 t-CO ₂	3,576 t-CO ₂
└ Rate of reduction in CO ₂ emissions (vs. fiscal 2019)	14%	15%	14%
Fluorocarbons			
└ Amount of leakage (Domestic)	43 kg	179 kg	68 kg
└ Amount of leakage (Domestic)	74 t-CO ₂ eq	809 t-CO ₂ eq	117 t-CO ₂ eq

Item	Data		
	FY2023	FY2022	FY2021

Water Resource Initiatives >			
Effective Use of Water Resources			
Amount of water withdrawal (Global)			
└ Supplied water / Industrial water	3,178 thousand m ³	3,237 thousand m ³	3,496 thousand m ³
└ Fresh surface water (rivers)	511 thousand m ³	490 thousand m ³	586 thousand m ³
└ Groundwater	9 thousand m ³	9 thousand m ³	14 thousand m ³
└ Total	3,698 thousand m ³	3,735 thousand m ³	4,096 thousand m ³
└ Rate of reduction of water withdrawal (vs. fiscal 2019)	38%	37%	31%
Amount of wastewater (Global)			
└ Rivers	3,090 thousand m ³	3,151 thousand m ³	3,374 thousand m ³
└ Ocean	317 thousand m ³	307 thousand m ³	477 thousand m ³
└ Sewer system	60 thousand m ³	62 thousand m ³	113 thousand m ³
└ Total	3,467 thousand m ³	3,520 thousand m ³	4,964 thousand m ³

Initiatives to Reduce Waste and Recycle Resources >			
Reduction of Waste and Proper Management			
Amount of waste generation (Domestic)			
└ Waste generation	1,433 tons	1,537 tons	1,866 tons
└ Rate of reduction in amount of waste generated (vs. fiscal 2019)	40%	35%	21%
└ Rate of reduction in amount of waste generated (vs. previous fiscal year)	7%	18%	15%
Amount of final waste disposed (Domestic)			
└ Amount of final disposal	11.6 tons	18.9 tons	39.5 tons
└ Rate of reduction in amount of final waste disposed (vs. fiscal 2019)	71%	53%	1%
└ Rate of reduction in amount of final waste disposed (vs. previous fiscal year)	38%	52%	-93%
└ Final waste disposal rate	0.8%	1.2%	2.1%
Amount of waste recycled (Domestic)			
└ Amount recycled	903 tons	908 tons	1,011 tons
└ Recycling rate	63%	59%	54%
Waste plastic emissions (Domestic)			
└ Emissions	181 tons	180 tons	303 tons
└ Rate of reduction in amount of emissions (vs. previous fiscal year)	-1%	41%	-13%
Amount of waste plastic recycled (Domestic)			
└ Amount recycled	63 tons	104 tons	158 tons
└ Recycling rate	35%	58%	52%

Item	Data		
	FY2023	FY2022	FY2021
Initiatives to prevent pollution >			
Prevention of Water Pollution			
Air pollutant emissions (Domestic)			
↳ NOx	4.2 tons	5.0 tons	6.1 tons
↳ SOx	1.7 tons	1.8 tons	1.9 tons
↳ Particulate matter	0.1 tons	0.1 tons	0.2 tons
PRTR Substances and VOC			
Environmental impact on public water bodies (Domestic)			
↳ BOD	5.3 tons	5.7 tons	4.2 tons
↳ COD	11.6 tons	10.9 tons	8.7 tons
↳ Nitrogen	3.3 tons	2.6 tons	3.4 tons
↳ Phosphorus	0.2 tons	0.1 tons	0.2 tons
Emission of PRTR (Domestic)			
↳ Amount of PRTR Class I designated chemical substances handled	101 tons	56 tons	72 tons
↳ Air emissions of PRTR Class I designated chemical substances	0.6 tons	0.4 tons	0.8 tons
↳ Public water emissions of PRTR Class I designated chemical substances	0.0 tons	0.0 tons	0.1 tons
↳ Total PRTR emission volume (air and public waters)	0.6 tons	0.4 tons	0.9 tons
Emission of VOC (excluding PRTR) (Domestic)			
↳ Amount of VOCs (Excluding PRTR regulated substances) handled	800 tons	968 tons	1,007 tons
↳ Air emissions of VOCs (Excluding PRTR regulated substances)	14.3 tons	22.3 tons	21.0 tons
↳ Public water emissions of VOCs (Excluding PRTR regulated substances)	16.8 tons	14.1 tons	11.2 tons
↳ Total VOC emissions excluding PRTR substances (air and public waters)	31.5 tons	36.3 tons	32.2 tons

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

Plan (Japanese language only) [PDF: 382KB]



Implementation status report (Japanese language only) [PDF: 455KB]



Item	Data		
	FY2023	FY2022	FY2021

Environmental Accounting >

Environmental Accounting

Environmental conservation costs

↳ Invested

↳ Pollution prevention	397 million yen	68 million yen	11 million yen
↳ Global environmental protection	62 million yen	101 million yen	0 million yen
↳ Recycling and Recycle of resources	7 million yen	3 million yen	2 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	466 million yen	172 million yen	13 million yen

↳ Expended

↳ Pollution prevention	307 million yen	278 million yen	280 million yen
↳ Global environmental protection	42 million yen	16 million yen	22 million yen
↳ Recycling and Recycle of resources	101 million yen	98 million yen	127 million yen
↳ Upstream and downstream activities	1 million yen	1 million yen	3 million yen
↳ Administrative activities	143 million yen	127 million yen	156 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	1 million yen	4 million yen
↳ Total	595 million yen	521 million yen	592 million yen

Item	Data		
	FY2023	FY2022	FY2021
Environmental Conservation Effects			
└ Domestic environmental performance indicators			
└ Energy consumption	952 thousand GJ	1,011 thousand GJ	1,085 thousand GJ
└ Amount of water withdrawal	3,665 thousand m ³	3,706 thousand m ³	4,057 thousand m ³
└ Scope 1 + 2 greenhouse gas emissions	50 thousand tons-CO ₂ eq	53 thousand tons-CO ₂ eq	56 thousand tons-CO ₂ eq
└ SOx emissions	1.7 tons	1.8 tons	1.9 tons
└ NOx emissions	4.2 tons	5.0 tons	6.1 tons
└ Amount of waste generation	1,433 tons	1,537 tons	1,866 tons
└ Amount of waste recycled	903 tons	908 tons	1,011 tons
└ Amount of final waste disposed	12 tons	19 tons	40 tons
└ Wastewater output	3,444 thousand m ³	3,497 thousand m ³	3,936 thousand m ³
└ Amount of PRTR substances handled	101 tons	56 tons	72 tons
└ BOD pollution load	5.3 tons	5.7 tons	4.2 tons
└ COD pollution load	11.6 tons	10.9 tons	8.7 tons
Economic benefits related to environmental protection			
└ Environmental protection initiatives			
└ Cost reductions through energy conservation and updating to high-efficiency equipment	25,144 thousand yen	6,829	—
└ Income from recycling	5,289 thousand yen	18,351	—
└ Cost reductions through recycling and conservation of resources	4,280 thousand yen	547	—

Together with Patients and Healthcare Professionals

Item	Data		
	FY2023	FY2022	FY2021
Stable Supply >			
Stable Supply of Pharmaceuticals			
Mitsubishi Tanabe Pharma Group's manufacturing plants			
└ Domestic	2	2	2
└ Overseas	3	4	4
Information Provision >			
MR's Responsibility: Collecting Data and Providing Information to Medical Institutions			
Number of general and specialized medical representatives (MRs) (Domestic Group)	—	—	Approx. 1,400
Number of general and specialized medical representatives (MRs) (Overseas Group)	Approx. 430	Approx. 430	Approx. 500
Providing Information through Websites			
Number of health support site visitors	20.46 million	24.25 million	31.44 million
Providing Comprehensive Information through the Medical Information Center			
Number of inquiries to the Medical Information Center*	38,831	36,235	44,886
* 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.			
Drug Safety / Quality Assurance >			
Pharmaceutical Safety Training			
Pharmaceutical safety training (All employees, including executive officers)	Once a year	Once a year	Once a year
Solving Issues Related to Improving Access to Healthcare >			
Promotion of R&D >			
Participation in the Global Health Innovative Technology Fund	✓	✓	✓

Together with Employees

Item	Data		
	FY2023	FY2022	FY2021

Human Resources Development >

Basic Human Resources Policy

Number of employees (as of March 31)			
↳ Consolidated	5,577	6,370	6,697
↳ Non-consolidated	3,044	3,107	3,278
↳ Men	2,290	2,354	2,490
↳ Women	754	753	788
Number of new graduates hired *Entering company on April 1 of following year			
↳ Men	18	8	11
↳ Women	15	9	12
Number of mid-career employees hired			
↳ Men	10	18	37
↳ Women	8	6	10
Number of temporary employees *Group (Domestic)			
	192	163	98
Average age of employees			
	47.4	46.3	45.9
Average years of continuous service for employees			
	22.8	20.4	20.1
Employee turnover rate (voluntary turnover only) *Group (Domestic)			
	4.10%	2.91%	1.78%

Enhancing Personnel Training

In-house group training average time per year (Domestic)	3.6	1.9	2.6
----------------------------------------------------------	-----	-----	-----

Promoting Diversity & Inclusion >

Actively Utilizing Diverse Human Resources

Number of employees by region			
↳ Japan	4,043	4,217	4,392
↳ North America	282	854	922
↳ EMEA (Europe, Middle East, Africa)	193	229	223
↳ Asia / Oceania	1,059	1,070	1,160
Percentage of female employees with subsection managers or higher or in management positions *As of April 1			
↳ Subsection managers or higher	18.1%	17.9%	17.9%
↳ Management positions	13.9%	12.9%	12.2%
Percentage of female employees	24.9%	24.3%	24.0%

Item	Data		
	FY2023	FY2022	FY2021
Supporting Active Careers for People with Disabilities			
Employment rate of people with disabilities *Group (Domestic)	3.09%	2.69%	2.69%
Supporting Diverse Working Styles			
Utilization of leave and shorter workdays for childcare *Group (Domestic)			
↳ Childcare leave	193	152	242
↳ Men	87	99	131
↳ Women	106	53	111
↳ Shorter workdays for childcare	100	122	110
Utilization of leave and shorter workdays for nursing care *Group (Domestic)			
↳ Nursing-care leave	1	2	1
↳ Shorter workdays for nursing care	3	6	4
Building Sound Labor-Management Relations			
Percentage of employees with right to collective bargaining (as of March 31) *Group (Domestic)	76.3%	72.0%	72.4%
Occupational Health and Safety >			
Occupational Health and Safety Initiatives			
Lost time injury frequency rate (LTIFR) (Domestic)			
↳ Mitsubishi Tanabe Pharma Group	0.00	0.13	0.11
↳ (Reference) Pharmaceutical industry average	1.01	1.29	1.03
↳ (Reference) Manufacturing industry average	1.29	1.25	1.31
Industrial accident severity rate*¹	0.000000	0.001070	0.000900
Number of deaths due to industrial accidents	0	0	0
Employee Survey			
Frequency of conducting survey	Once a year	Once a year	Once a year
↳ Number of responses	5,220	5,258	4,866
↳ Response rate	89.68%	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)			

Item	Data		
	FY2023	FY2022	FY2021
Health and Productivity Management >			
Employee Health Management			
Overtime work(number of people with over 360 hours overtime a year) *Group (Domestic)	99	86	134
Rate of taking paid time off *Group (Domestic)			
↳ Average number of days used	16.9	16.6	15.3
↳ Average rate of use	77.9%	77.1%	71.3%
Percentage receiving health examinations	100.0%	99.9%	99.9%
Percentage receiving stress checks	99.0%	98.7%	96.7%

Together with Local Communities and Society

Item	Data		
	FY2023	FY2022	FY2021
Contributions to Medical Care and Welfare >			
Support for Patients with Intractable Diseases and their Families			
Support for intractable disease patient organizations: The Mitsubishi Tanabe Pharma Tenohira Partner Program	17	16	13
Amount of monetary support	9.75 million yen	8.87 million yen	8.24 million yen
Contributing to Developing Countries			
TABLE FOR TWO(TFT)			
↳ Number of meals contributed from the TFT menu	2,609 meals	2,303 meals	2,500 meals
↳ Number of meals contributed from TFT vending machines	2,658 meals	2,244 meals	5,660 meals
Supporting vaccination through recycling			
↳ Polio vaccine estimate (used books, CDs, and DVDs)	11,225 doses	9,281 doses	34,633 doses
↳ Polio vaccine estimate (PET bottle caps)	110 doses	—	—
Development of Science and Technology >			
Support for Research Foundations			
Grants of the SENSHIN Medical Research Foundation			
Number of research grants	105	108	110
Amount of monetary support	134.0 million yen	137.0 million yen	143.0 million yen
Grants of the Japan Foundation for Applied Enzymology			
Number of research grants	165	159	160
Amount of monetary support	82.3 million yen	88.5 million yen	82.7 million yen

Item	Data		
	FY2023	FY2022	FY2021
Promotion of Local Communities >			
Number of visitors to the historical museum * Including viewers of the "Virtual Tour" video in FY2020	5,113	3,362	546
Number of visitors to the Yoshitomi Summer Festival	2,200	1,200	Not held
Others			
Amount of donations related to social contribution	490 million yen	743 million yen	760 million yen
Number of people taking days off for volunteer activities	9	1	2

GRI Standard Comparative Table

Statement of use	Mitsubishi Tanabe Pharma Corporation has reported the information cited in this GRI Standard Comparative Table for the period from April 1, 2023, to March 31, 2024, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

General Disclosures

1. The organization and its reporting practices

	Disclosure		Page
General Disclosures 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 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 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
			> Environmental Management

4. Strategy, policies and practices

General Disclosures 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
			> 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 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: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	> Solving Issues Related to Improving Access to Healthcare

Anti-corruption

GRI 205: 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)
			> Compliance
GRI207: Tax 2019	207-1	Approach to tax	MCG Group Global Tax Policy. [PDF: 256KB] 
	207-2	Tax governance, control, and risk management	MCG Group Global Tax Policy. [PDF: 256KB] 
	207-3	Stakeholder engagement and management of concerns related to tax	MCG Group Global Tax Policy. [PDF: 256KB] 

Environmental

Energy

	Disclosure		Page
GRI 302: Energy 2016	302-1	Energy consumption within the organization	> Targets & Initiatives (Material balance) > Climate Change Initiatives
	302-2	Energy consumption outside of the organization	> Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	302-3	Energy intensity	> Climate Change Initiatives (Reduction of Greenhouse Gas (GHG) Emissions)
	302-4	Reduction of energy consumption	> Climate Change Initiatives

Water

GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	> Targets & Initiatives (Material balance) > Water Resource Initiatives
	303-2	Management of water discharge-related impacts	> Initiatives to Prevent Pollution (Water Pollution, Prevention of Soil and Groundwater)
	303-3	Water withdrawal	> Targets & Initiatives (Material balance) > Water Resource Initiatives
	303-5	Water consumption	> Water Resource Initiatives

Biodiversity

GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	> Biodiversity Initiatives
---------------------------------------	-------	--------------------------------	----------------------------

Emissions

GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Targets & Initiatives (Material balance) Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-2	Energy indirect (Scope 2) GHG emissions	Targets & Initiatives (Material balance) Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-3	Other indirect (Scope 3) GHG emissions	Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-5	Reduction of GHG emissions	Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Targets & Initiatives (Material balance) Initiatives to Prevent Pollution (Air Pollutant Emissions)

Waste

GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Targets & Initiatives(Material balance) Initiatives to Reduce Waste and Recycle Resources
	306-2	Management of significant waste-related impacts	Targets & Initiatives(Material balance) Initiatives to Reduce Waste and Recycle Resources
	306-3	Waste generated	Targets & Initiatives(Material balance) Initiatives to Reduce Waste and Recycle Resources
	306-5	Waste directed to disposal	Targets & Initiatives(Material balance) Initiatives to Reduce Waste and Recycle Resources

Social

Employment

	Disclosure		Page
GRI 401: Employment 2016	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

GRI 403: Occupational Health and Safety 2018	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
			> Health and Productivity Management
	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
	403-10	Work-related ill health	> Occupational Health and Safety
			> Health and Productivity Management
			> Data (Occupational Health and Safety, Health and Productivity Management)

Training and Education

GRI 404: Training and Education 2016	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

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

Human Rights Assessment

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

Local Communities

GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> > Promotion of Local Communities (Historical Museum, Doshomachi Museum Street, The Doshomachi Club, etc.)
------------------------------------------------	-------	------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------

Customer Health and Safety

GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> > Stable Supply > Drug Safety / Quality Assurance
---------------------------------------------------------	-------	-------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------

Marketing and Labeling

GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> > 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

Mitsubishi Tanabe Pharma Corporation

All figures are for the year ended March 2024 (FY2023)

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 : 5,577 (consolidated),
3,044 (non-consolidated)



Domestic Business Network

● Headquarters
● Tokyo Head Office

● Sales bases
8 branches

▲ Research bases
3 offices

◆ Subsidiary plants
2 sites
(Mitsubishi Tanabe Pharma Factory Ltd.)



Overseas Business Network

14 sites



Business Field

Founded in 1878, 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) Tardive dyskinesia	Inflammatory bowel disease Erythropoietic protoporphyria	Type 2 diabetes 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 Sales	Research and development Sales	Sales	Research and development