






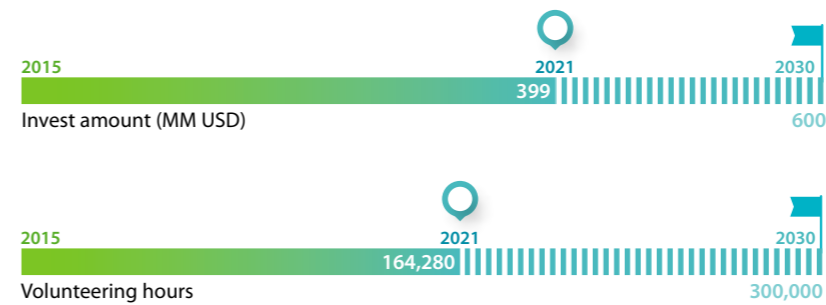


Sustainability strategy of pharmaceutical business

Four strategic focus areas	Aspirational goals	Targets	Progress	SDGs
Products and services	We will create innovative, original drugs to support patients in the shortest time possible.	<p>Engaging in R&D Activities</p> <p>We will continue our efforts and investments into research and development activities of innovative drugs in specific therapeutic areas.</p>	<p>In March 2021, we received approval for an additional indication of iron deficiency anemia for Riona® Tablets 250mg as well as approval for additional pediatric dosage and administration for CORECTIM® Ointment 0.5%.</p> <p>In June 2021, we launched CORECTIM® Ointment 0.25%.</p> <p>Throughout the year, we spent 29.0 billion Yen on our research and development activities.</p>	
People	We will strive to nurture talent development which enables us to create first-in-class (FIC) drugs.	<p>Fostering Ethical Awareness</p> <p>In order to develop talent and foster employees' ethical awareness and sense of responsibility towards saving patients, we will continue to learn more about patients' needs by engaging in dialogue with medical experts through our internal educational activity "For the Patients Project."</p>	<p>In 2021, 11 employees took part in our "For the Patients Project" as facilitators. They interviewed health professionals and organized an internal online ethical awareness event.</p>	
		<p>Community Investment*</p> <p>Between 2015 and 2030 we will invest US\$600 million to help make communities inclusive and resilient, with our employees contributing 300,000 volunteering hours.</p>	<p>Since 2015, we invested US\$399 million in our communities and employees volunteered 164,280 hours on company time.</p>	  
Product safety and responsibility	We will strictly comply with all relevant laws, regulations, and industry standards in order to deliver safe drugs to patients.	<p>Responsible Promotion of Drugs</p> <p>We will conduct, among others, regular training programs for our medical representatives in order to provide medical professionals with latest, appropriate information on pharmaceutical products.</p>	<p>After their initial training, all of our Medical Representatives take a mandatory e-learning course once a month to keep their skills and knowledge up-to-date.</p>	
		<p>Greenhouse Gas Emissions</p> <p>We will reduce greenhouse gas emissions from our own operations by 31%, between 2015 and 2030.</p>	<p>Since 2015, we have reduced greenhouse gas emissions from our own operations by 11%.</p>	



* Target for Community investment is a Group-wide target.