

Requests for Our Suppliers

We, Taisho Pharmaceutical Group, have established a Procurement Code of Conduct as a summary of our basic procurement policy which serves to guide our management and employees in stably procuring the necessary goods and services through appropriate methods and under reasonable transaction terms. We would like to now take this opportunity to announce Requests for Our Suppliers (hereinafter, “Requests”) to share our policy with our valued suppliers. We appreciate your understanding for the purpose of these Requests and your cooperation in promoting CSR activities across the entire supply chain, including by expanding the scope of these Requests to your own suppliers.

(1) Compliance with laws and regulations and respect for international norms:

- Engage in business operations in compliance with laws and regulations of each country and with respect for international norms.

(2) Business ethics:

- Comply with antitrust law and the competition laws of each country.
- Prohibit all forms of bribery, corruption, inappropriate provision/receipt of benefits, blackmail, misappropriation or the like.
- Do not respond to any demands from and do not have relationships with anti-social forces or groups.
- Do not engage in activities that infringe on intellectual property rights.
- Establish a mechanism whereby all employees are able to report legal non-compliance, the potential for violations of laws or regulations, and suspected instances of such violations in the workplace without being subject to retaliation, threats, or harassment.
- Consider and promote measures such as reducing the suffering of laboratory animals, utilizing alternatives to animal testing, and using less animals for testing, comply with related laws and regulations, and treat animals humanely.
- Adequately disclose information related to these Requests.

(3) Human rights and labor:

- Comply with laws concerning the working environment, including those related to wages and work hours.
- Respect human rights and individuality and eliminate from the workplace behavior that could lead to harassment or discrimination.
- Do not discriminate based on gender, nationality, race, religion, age, belief, mental or physical

disability or other such factors.

- Do not allow (i) slave labor such as forced labor or (ii) child labor.
- Recognize the rights of freedom of association and collective bargaining and respect the rights of employees.

(4) Safety and health:

- Endeavor to foster a comfortable work environment for employees in consideration of safety and health in the workplace by complying with laws and regulations related to occupational safety and health.

(5) Environmental considerations:

- Comply with the relevant laws and regulations and, further, promote environmentally friendly business practices across all business activities.
- Promote energy and resource conservation, make efforts to reduce greenhouse gas emissions, and reduce and ensure responsible disposal of waste.

(6) Thorough information management:

- Ensure the confidentiality of confidential and personal information obtained in the course of business activities by complying with relevant laws and regulations and strictly and properly managing such information.
- Continuously implement measures in response to threats to computer networks.

(7) Quality and safety:

- Ensure that goods and services meet safety standards set forth in the laws and regulations of each country and comply with specifications agreed upon in advance with Taisho Pharmaceutical Group companies.
- Adequately disclose information related to goods and services.

(8) Stable supply:

- Endeavor to ensure the stable supply of goods and services and take the necessary steps to address risk by, for example, having in place a business continuity plan (BCP) so that goods and services can continue to be supplied in a stable manner even when events such as disasters arise.
- Promptly provide us with and disclose information that affects or has the potential to affect the continuity of transactions so that you can provide safe and high-quality goods and services in a stable manner.

(9) Management systems:

- Make efforts to continuously enhance conformity to the details of these Requests, establish internal mechanisms and systems in order to manage legal and regulatory compliance, and promote CSR activities across the entire supply chain, including by sharing these Requests and expanding the scope of the Requests to your own suppliers.

(10) Coexistence with society:

- Actively participate in activities contributing to the development of international and local communities.