

Sustainability Report

2022



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	43
Stakeholder Engagement	8	Manufacturing and Supply Chain	45
Sustainability Initiatives in the COVID-19 Pandemic	9	Manufacturing Pharmaceuticals that are Secure, Safe, and Convenient to Use	48
		Information Provision	50
Management		Drug Safety / Quality Assurance	55
Code of Conduct	12	Solving Issues Related to Improving Access to Healthcare	58
Respect for Human Rights	13	Together with Employees	
R&D Ethics	16	Human Resources Development	61
Compliance	17	Promoting Diversity & Inclusion	63
Risk Management	20	Work-Style Innovation	69
Promotion of Fair Operating Practices	22	Occupational Health and Safety	72
		Together with Business Partners	
Environment		Promotion of CSR Procurement	78
Environmental Management	25	Together with the Local Community	
Targets & Initiatives	28	Corporate Citizenship Policy	80
Climate Change Initiatives	31	Contributions to Medical Care and Welfare	81
Water Resource Initiatives	34	Development of Science and Technology	87
Initiatives to Reduce Waste and Reuse Resources	35	Contributions to the Environment	88
Initiatives to Prevent Pollution	37	Promotion of Local Communities	90
Biodiversity Initiatives	40	Activities Addressing Social Needs	94
Environmental Accounting	42		
		Other Related Information	
		External Evaluations	96
		Data	99
		GRI Standard Comparative Table	112
		Explanation of Terms	118



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 2021. Specific initiatives implemented in accordance with the Company's philosophy are presented in line with management, the environment, and society.

The Sustainability Report 2022 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, 2021, to March 31, 2022 (The report includes examples of activities from April 2022 and thereafter)
Issue timing	September 2022 (Previous report: October 2021; next report: September 2023)
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

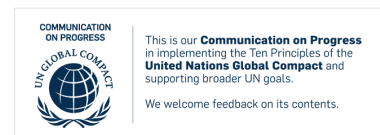
Mitsubishi Tanabe Pharma is a member of the Mitsubishi Chemical Group (the MCG Group) , which is working to realize KAITEKI by providing solutions to environmental and social issues and contributing to the sustainable development of society and the planet. KAITEKI means “the sustainable well-being of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

The MCG Group calls the sum total of the value created from the three types of management, (1) management which focuses on capital efficiency, (2) management which strives to create innovation for society, and (3) management aiming to improve sustainability, “KAITEKI Value.” We practice “KAITEKI Management” to provide solutions and improve profitability, starting from environmental and social issues. All MCG Group activities target enhancement of KAITEKI value. We believe that enhancing KAITEKI value will help the MCG Group develop together with its stakeholders. We promote our corporate activities to create sustainably, which is the realization of KAITEKI.

For further information about KAITEKI, please see [the 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

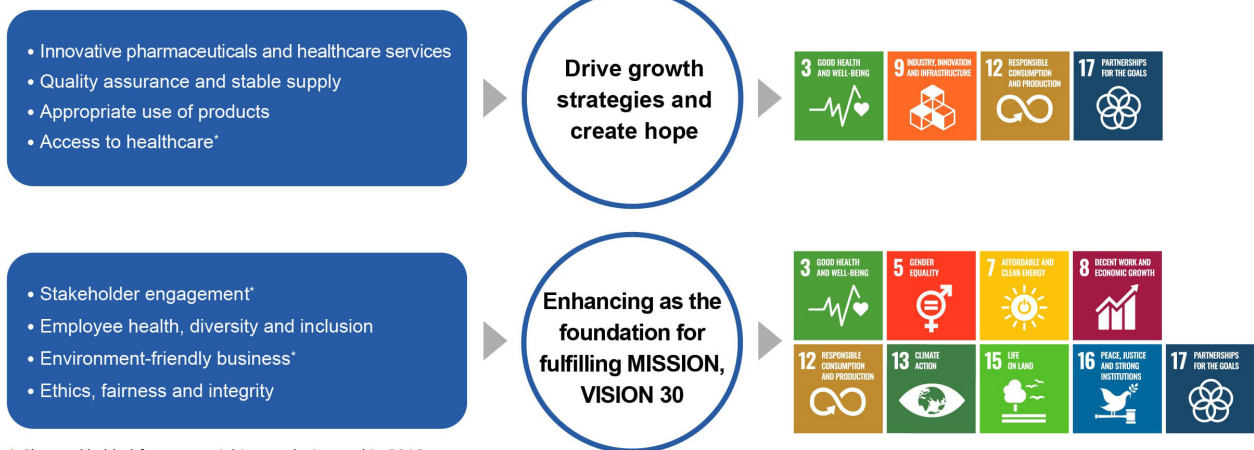
The Mitsubishi Tanabe Pharma Group believes that using our business to provide value to society and contribute to a sustainable society is integral to our corporate survival and growth. To clarify this belief and strengthen our efforts along those lines, in fiscal 2018, following the process outlined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

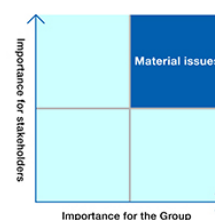
*1 Sustainability Accounting Standards Board. An NPO based in the U.S. that sets and discloses sustainability evaluation standards by industry. In 2021, it was integrated with the IIRC to establish the Value Reporting Foundation (VRF).

*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.

New 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 FY2021 Results \[PDF : 177 KB\]](#)

① Innovative pharmaceuticals and healthcare services



Main Initiatives and Results			
		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)	13	(Global)
	Number of solutions provided to patients (Medium-Term Management Plan 21-25, cumulative)	0	(Global)
	Number of development pipelines	27	(Global)
	Awards received for drug discovery (total since 2007 merger)	21	(Global)
	Number of partnering projects	6	(Global)
	Medium-Term Management Plan 21-25 new product sales volume by year	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> Manufacturing and Supply Chain](#)
[Development Pipeline](#)

② Quality assurance and stable supply



Main Initiatives and Results			
		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 1 Class III 0	(Japan)
	Customer satisfaction with questions about quality	92.4%	(Japan)

- **Initiative examples:** [Together with Patients and Healthcare Professionals> Drug Safety / Quality Assurance](#)
[Together with Patients and Healthcare Professionals> Manufacturing and Supply Chain](#)

③ Appropriate use of products



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

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

⑤ Stakeholder engagement



Main Initiatives and Results			
		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)	79% (total favorable) ^{*1}	(Global)
	Customer satisfaction survey results (7-point scale)	Overall satisfaction : 5.05 Sympathy : 5.09 Necessity : 5.56	(Japan)

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

⑥ Employee health, diversity and inclusion



Main Initiatives and Results			
		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}	(Global)
	Employee survey results (Diversity and respect for individuals)	81% (total favorable) ^{*1}	(Global)
	Diversity of management	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			
		FY2021	Scope of data collection
Reducing environmental impact in corporate activities and educating employees to raise environmental awareness	GHG emissions (vs. fiscal 2019)	17.6% reduction	(Global)
	Amount of water withdrawal (vs. fiscal 2019)	30.7% reduction	(Global)
	Amount of final waste disposed (vs. fiscal 2019)	0.82% reduction	(Japan)

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

⑧ Ethics, fairness and integrity



Main Initiatives and Results			
		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)	4.51 points	(Japan)
	Customer satisfaction survey results (7-point scale)	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).

Stakeholder Engagement

Basic Approach

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

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

Stakeholders	Main Communication Methods and Opportunities
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/ <input type="checkbox"/> ● JourneyMate Support Program (provides support to ALS patients of the US) https://www.radicava.com/patient/journeymate-support-program/ <input type="checkbox"/>
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 <input type="checkbox"/> (Japanese language only) ● Creating OTC medicine distributor website https://cps-net.jp/ <input type="checkbox"/> (Japanese language only)
Employees	<ul style="list-style-type: none"> ● Various training, career interviews, etc. ● 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

Sustainability Initiatives in the COVID-19 Pandemic

The spread of COVID-19 has had a tremendous impact on our lives and economic activities. The Group, focusing on the functions required for a stable supply of pharmaceuticals, will maintain its business and fulfill its mission of providing a “stable supply of pharmaceuticals” while ensuring employee safety, revising the BCP to take into account a response to infectious diseases such as corona pneumonia, reviewing the personnel system, improving the network environment, promoting workstyle reforms, and reviewing research, development, and sales style. Moreover, we are pursuing initiatives that leverage Group strengths and providing various support in response to changing circumstances.

[Click the link](#) below to view details of these initiatives.
(Japanese language only)

Stable Supply of Pharmaceuticals

We believe that providing a sustainable supply of reliable pharmaceuticals is our vital mission. While we closely cooperate with affiliates and business partners in the production, procurement, and distribution of pharmaceuticals, we strive to maintain a sustainable supply by taking care to prevent the spread of COVID-19 as a business that must maintain continuity. At this time, the stable supply of our products has not been affected by the COVID-19 pandemic. We will work to maintain a sustainable supply while paying close attention to the COVID-19 situation in Japan and abroad.

Support Activities

Activity Continuity Support for Intractable Disease Patient Organizations and 17 Support Groups

With online access rapidly increasing in many places, patients and families are finding that in-person activities are difficult due to the risk of becoming severely ill by infection, and that anxiety and isolation are further increasing. We helped intractable disease patient organizations and 17 support groups to pay for the purchase of information devices (PCs, tablets, etc.) and peripheral equipment (cameras, speakers, etc.) to conduct business with the aim of enhancing their online environment so they can continue their business activities even in the pandemic. Each of the groups was incredibly pleased and used the tools to promote their online activities.



Conducting an online event using the purchased equipment

Activities to Prevent the Spread of COVID-19

We are making various efforts to prevent the spread of COVID-19 in areas where business is expanding. Below are some examples.

Domestic efforts

- Support activities (donations)

Mitsubishi Tanabe Pharma Corporation, Tianjin Tanabe Seiyaku, and Mitsubishi Tanabe Pharma Development (Beijing) donated one million yuan (approximately 16 million Japanese yen) through the Chinese Red Cross Foundation to support measures against COVID-19 in China. We also collected donations from employees, provided matching gifts in which the company and labor union donated a matching amount, and donated a total of 2.5 million yen through Save the Children Japan.



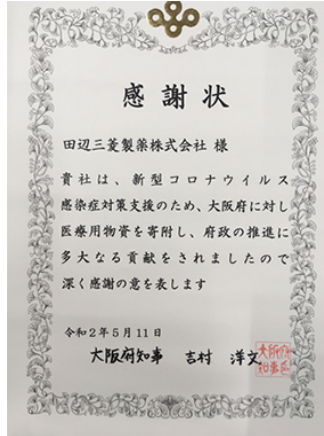
Contribution Commendation Badge
(Chinese Red Cross Society)

- Providing masks

Given that Osaka Prefecture, the location of our headquarters, is securing medical supplies in preparation for the spread of the virus, we donated 2,000 protective N95 masks from our stockpile, and donated protective N95 masks and surgical masks to the government and various organizations.



Providing masks to the town of Yoshitomi, the site of our Yoshitomi Plant (Fukuoka Prefecture)



Providing masks to Osaka Prefecture

- The Mitsubishi Tanabe Pharma Factory (Onoda Plant)

We donated goods such as masks and hand sanitizer to prevent infection to 337 households nearby. The Onoda Plant manufactures slightly acidic electrolyzed water in the drug substance building and uses it for disinfection. Sanyo Onoda City, where the factory is located, asked that we provide its City Hall with slightly acidic electrolyzed water of about 13,900 L (March to October 2020) for use in disinfection and cleaning by local residents.



Slightly acidic electrolyzed water provided to Sanyo Onoda City Hall (Onoda Plant)

- Initiative to prevent each and every person from spreading the virus

Leveraging the Tenohira (palm of the hand), a symbol of Mitsubishi Tanabe Pharma, we have developed an advertisement to prevent the spread of the virus entitled "What you can do with your hands right now" that calls for straightforward, user-friendly hand washing. The hand illustrations on the company website are designed to be posted in your bathroom at home. We respect and support medical staff who treat infectious diseases on the front lines and will communicate the social mission of our pharmaceutical company and call for the prevention of infectious diseases at home.



Advertisement to prevent the spread of COVID-19 (Japanese language only).

Overseas efforts

Our overseas subsidiaries also provide donations, protective clothing, masks, and volunteers to meet each country's needs. Below are some examples.

- **Mitsubishi Tanabe Pharma Indonesia**

We provided donations, masks, gloves, protective clothing, and infrared thermometers to healthcare professionals and nearby residents, as well as medicines to hospitals upon request.



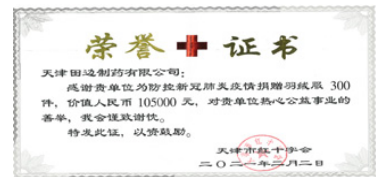
Donation of masks and other items to medical institutions



Donation to a nearby educational facility

- **Tianjin Tanabe Seiyaku**

During the extremely cold winter, we provided down jackets to healthcare professionals and others engaged in COVID-19 prevention work to protect them against the cold.



- **Mitsubishi Tanabe Pharma Europe**

We supported the volunteer work of employees who performed administrative support for the UK's National Health Service (NHS).



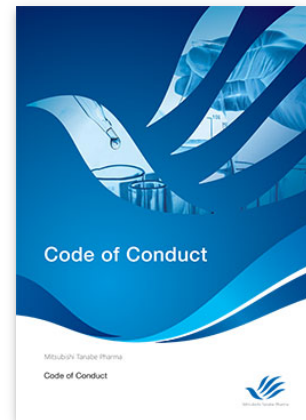
Management

Code of Conduct

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

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

> [Code of Conduct](#)





Management

Respect for Human Rights

Basic Stance on Human Rights

Mitsubishi Chemical Group Corporation (MCG) 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
- United Nations Global Compact
- Guiding Principles on Business and Human Rights
- ISO26000, etc.

The Mitsubishi Tanabe Pharma Group has established the Charter of Corporate Behavior and the [Code of Conduct](#) based on this global policy on which it conducts its business activities.

The Group's Code of Conduct stipulates that we support and respect the protection of internationally declared human rights. It also stipulates that we support the abolition of forced labor in all forms and the effective abolition of child labor. We ensure that we are not involved in any human rights violations ourselves. We do not treat people in a discriminatory or unfair manner regarding such matters as gender, age, nationality, race, ideology, religion, social status, educational background, birthplace, health status, disability status, sexual orientation, or gender identity (including LGBT*).

The Code of Conduct applies to overseas Group companies as well. In each country, we comply with all laws and regulations concerning wages and labor standards (including the guarantee of at least a minimum wage).

In Japan, the compliance guidebook that we distribute to employees includes such content as respect for human rights, and states that we seek to create a safe and comfortable work environment where each other's human rights are respected.

In addition, we ask suppliers to share "[Developing Cooperative Business Practices with Suppliers and Business Partners - Guidebook](#)," [[PDF : 342KB](#)] and also conduct surveys to deepen their understanding of human rights.

> Establishing a Sustainable Supply Chain

* LGBT is an acronym for sexual minorities based on the words Lesbian, Gay, Bisexual, and Transgender. Recently, LGBT has expanded to include LGBTQ (with Q standing for "Questioning" or "Queer") and LGBTs (with "s" a generic term for sexual minorities not covered by LGBT). In this report, LGBT is one of the acronyms used for social minorities.

Human Rights Awareness Promotion Structure

Based on "Respect for Human Rights" written in our Code of Conduct, 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 2021, we held a lecture on human rights awareness entitled "Violation of Human Rights on the Internet, and the Reality of Discrimination" for officers and management given by an outside speaker. We also conducted e-learning courses on "Harassment prevention," "LGBT," "Discrimination," and "Unconscious bias*."

In addition to the above training, "the compliance and risk management check" for officers and employees, which is overseen by the Internal Control Office, also raised issues related to "Human rights issues in Japan" and "Harassment prevention."

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

* Unconscious bias is a "distorted or biased way of seeing or perceiving things" that you are not aware of.

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 consideration of the globalization of our business activities, from fiscal 2018 we have also encouraged employees at overseas Group companies to submit slogans.

In fiscal 2021, employees at 16 Group companies in North America, Europe, Asia, the Middle East, and Japan submitted 568 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: "Cultivate Diversity, Motivate Equity, Stimulate Inclusivity."

Slogan Thoughts

The value of Diversity, Equity, and Inclusion (DE&I) has unconsciously become the most important part of our lives as a driver for the ESG movement. In hindsight, it was quite prone to lose sight of this principle that brings together people and ideas to generate stronger bonds among individuals and stronger organizations to the table. Thus, I've suggested 'Cultivate Diversity, Motivate Equity, Stimulate Inclusivity' in the hope that MTPC would keep values in mind to reach an advanced diversity and human rights having DE&I close to us. Thank you so much to all of those who stood for my voice.

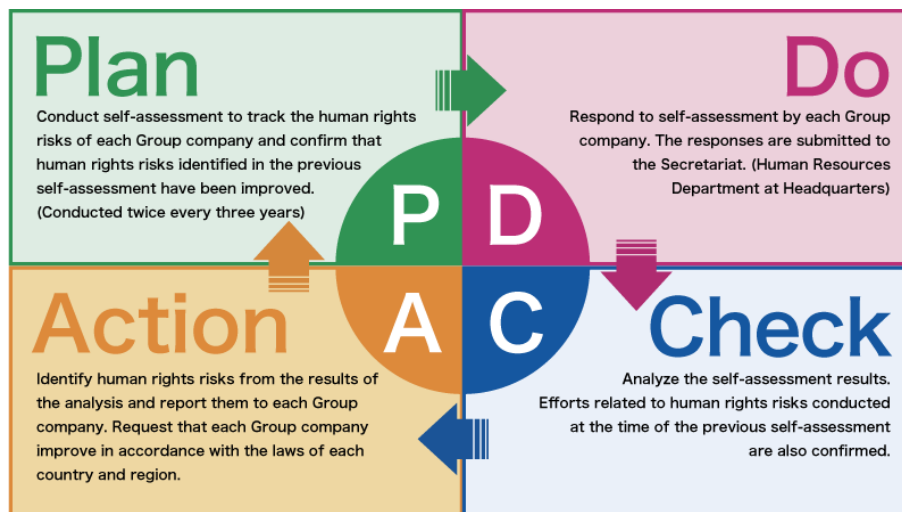
Human Rights Due Diligence*

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 2021, we conducted a self-assessment of human rights, targeting the Group (including our overseas offices). The purpose of conducting this assessment was to track human rights risks at each company and to confirm that the human rights risks identified in the previous self-assessment have been improved. We collected responses from each company and compared and evaluated the results with reference to those obtained in the previous assessment, which confirmed that our efforts are improving.

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

Human Rights Due Diligence Process



Human Rights Considerations in Hiring

In the Group's employment selection, it has set a basic policy to respect basic human rights and to not accept or reject a person based on nationality, place of birth, gender, family situation, beliefs or other factors that are unrelated to the applicant's aptitude or ability.

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



Management

R&D Ethics

Ethical Considerations in Animal Experiments at the Research Stage

In pharmaceutical research and development, animal experiments may be necessary and 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.”

In fiscal 2021, we began to use remote video to share the state of the health of animals in experiments with relevant people in a prompt, correct manner, as a new initiative associated with animal care.

Moreover, veterinarians and laboratory animal technicians are in attendance for any experimental procedures that are anticipated to be difficult or painful, and are also involved with the instruction and certification of the people performing them. To date we have worked under domestic accreditation*¹, but with the June 2021 acquisition of AAALAC International*² accreditation by the Yokohama Office, all in-house testing is now conducted appropriately under international certification. 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.

*¹ Accreditation from the Foundation for the Promotion of Human Sciences (succeeded by the Japan Pharmaceutical Information Center)

*² AAALAC International: Association for Assessment and Accreditation of Laboratory Animal Care International. Shonan iPark, where the Shonan Office is located, is also an AAALAC International accredited organization.

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.

Mitsubishi Tanabe Pharma has established the 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 Pharmas 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.



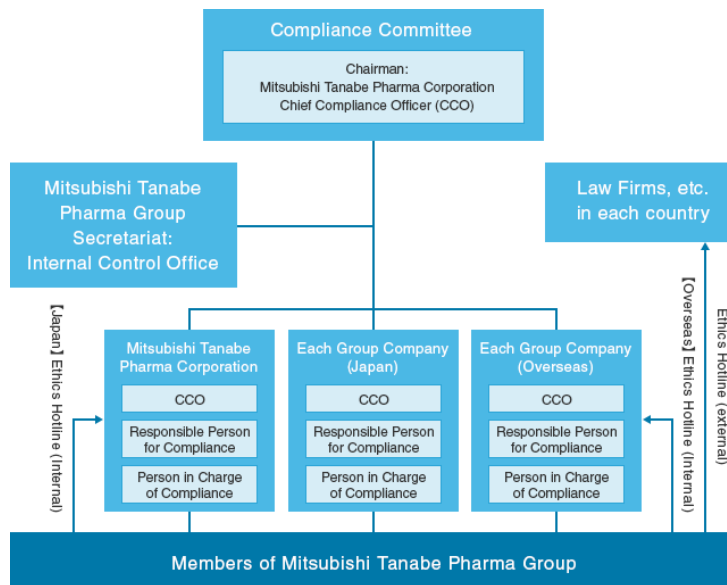
Management

Compliance

Compliance Promotion Structure

The Mitsubishi Tanabe Pharma Group has in place a groupwide compliance promotion structure overseen by its Compliance Committee, which is chaired by the Chief Compliance Officer. Responsible persons for compliance / persons in charge of compliance (appointed in each unit) meet semiannually (overall/individually). These meetings are held to enhance cooperation with each unit, and share problems and heighten participants' sensitivity to risk associated with compliance and potential scandals, as well as enhance the ability of workplaces to address misconduct and compliance issues.

Mitsubishi Tanabe Pharma Group Compliance Promotion Structure



Declaration of Compliance

1. We conduct our business with high ethical standards and in a professional manner as a global healthcare company.
2. We respect human rights, and promote safe and healthy working environments.
3. We comply with legal requirements and regulations that apply to our businesses and corporate activities.
4. We work actively to protect the global environment and strive to realize the harmonious co-existence of the Company and society.
5. We strive always to trade and transact business in a fair manner.
6. We appropriately manage company information and data, and work to ensure that it is timely and reasonably disclosed.
7. We appropriately manage and efficiently use company assets.

Compliance Training

The domestic Group conducts the following training programs for the purpose of fostering a strong sense of ethics, raising awareness of compliance requirements, and cultivating greater awareness of compliance-related issues among all employees.

- **Groupwide compliance training:**

E-learning for all Group employees is conducted to enhance rigorous compliance, as well as human rights awareness, as the foundation of business operations in order to realize our MISSION · VISION30.

- **Divisional compliance training:**

Divisional training that focuses on specific topics relevant to each division is mainly conducted by compliance implementation personnel, including managers and staff.

- **Compliance and risk management check:**

Through e-learning, we confirm understanding of such matters as laws, regulations, and internal rules. This enables officers and employees to act in accordance with consistent evaluation standards.

List of training sessions held in fiscal 2021

	Times held	Number of participants
Groupwide compliance training	Once a year	4,590
Divisional compliance training	Once a year	4,667
Compliance and risk management check	Twice a year	July 2021: 4,586 February 2022: 4,492

Strengthening of Compliance Structure at Group Companies Outside Japan

The Group has bases in North America, Europe, China, South Korea, Taiwan, ASEAN, and Israel. We are sharing policies that are important in Group management while considering the values of each country, such as the cultures, laws, and business practices. In this way, we are advancing the compliance of Group companies.

To this end, we have appointed Chief Compliance Officers at overseas Group companies. To strengthen compliance systems at Group companies outside Japan, we are pursuing a range of measures including the verification of reporting systems for the speedy sharing of information, and continuing education programs in consultation with each company.

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 2020, the lecture on compliance scheduled for April was postponed until October due to the state of emergency, and instead, a lecture was given on points of note regarding compliance in the era of the new normal from the perspective of legal experts. In our first attempt, we streamed a team's live event to all employees in Japan and more than 1,100 of them participated.

At the annual compliance meetings, which are held every year at all Group worksites in Japan, employees focused on discussions, even at remote work environments, read the Compliance Guidebook, and signed pledges in which they vowed to conduct themselves in accordance with the Corporate Behavior Charter and Declaration of Compliance.

We also held compliance meetings at overseas Group companies by including local content in the corresponding content used in Japan.

Addressing Harassment

In the Declaration of Compliance, the Mitsubishi Tanabe Pharma Group states clearly that the Group "does not tolerate discrimination, harassment or any other behavior (such as sexual harassment and abuse of power) that violates basic human rights or inhibits the capabilities of any individual." As part of the Group's commitment to raising awareness and eliminating harassment in the workplace, this issue is addressed in groupwide compliance training, training for managers, and in training for new employees.

The Harassment Prevention Guidebook published in July 2018 was revised in June 2020 in conformance with the implementation of the law (Labor Measures Comprehensive Promotion Act) that prevents harassment by a supervisor (abuse of power). The content was enhanced by specifying in greater detail the requirements for recognizing, giving specific examples, and preventing harassment by a supervisor (abuse of power).

The Mitsubishi Tanabe Pharma Group believes that eliminating harassment is a key component of creating a comfortable work environment, which will in turn help boost the vitality and performance of the Group.

The Company has established, operates, and manages multiple harassment counseling services, such as internal and external hotlines and an external hotline to address difficulties and interpersonal relationships in the workplace.

Hotlines

The Mitsubishi Tanabe Pharma Group's internal and external hotlines allow employees and managers to obtain consultation and make reports about any actual or possible violation of laws, ordinances, or social conventions. Each hotline accepts anonymous reporting and requests for consultation. In principle, we respond to requests for consultations and reports made by members of the Group (including contract employees and temporary employees) and other relevant parties including business partners. Our policy for responding to matters pertaining to consultations and reporting concerning compliance violations is shown in the Code of Conduct below.

1. Matters reported and consulted on will be responded to fairly and honestly strictly observing personal privacy.
2. People who have consulted, reported or cooperated in surveys will not be treated unfavorably.
3. We will not permit retaliation against anyone who has consulted, reported or cooperated in a survey.

In addition, we established a contact point (whistleblower line) for receiving inquiries about the laws, corporate ethics, and research ethics of the Group, or when employee misconduct or violations of the law occur or are highly likely to occur.

The use of the hotlines leads to the prevention or reduction of scandals, etc., before major problems develop.

In addition, reports on recent trends and issues warranting special mention are included in regular compliance training sessions, which helps promote use of the hotline and prevent recurrence.

Number of hotline consultations handled in fiscal 2021

Workplace environment	Working condition / human resources	Embezzlement / misappropriation	Laws regulations, and rules	Other	Total
14	4	0	14	6	38

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 Policy on Protecting Personal Information 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 defined regulations regarding the protection of personal information
- (2) Issued the Personal Information Leak Prevention Manual
- (3) Built a management system for personal information protection, including the appointment of division managers and personnel in charge of protecting personal information
- (4) Educated and trained employees; supervised and audited subcontractors
- (5) Implemented robust data encryption and security measures on company computers



Management

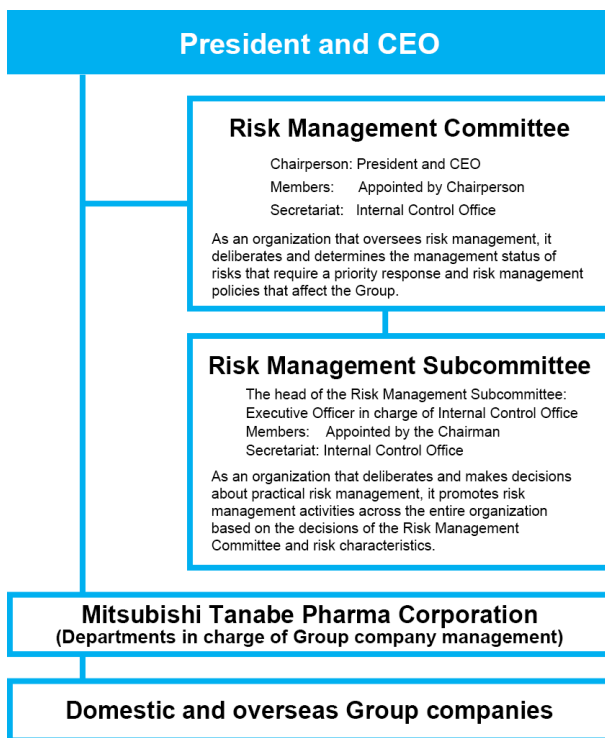
Risk Management

Risk Management Associated with Business Activities

Based on our Risk Management Rules, which stipulate basic matters related to risk management, we have established a Risk Management Structure to recognize and evaluate risks in the business activities of the entire Group and prevent their occurrence, and to minimize human, social, and economic losses in the event that such risks occur.

The operational status of risk management is reported on a regular basis to the Company’s Board of Directors and Mitsubishi Chemical Group Corporation’s Chief Risk Management Officer.

Mitsubishi Tanabe Pharma Group's Risk Management Structure



Risk Management Based on Risk Characteristics

Strategic risk
(risk whose impact on business performance increases or decreases due to the Company's decision-making or business judgement)
The Corporate Strategy Department oversees all of it
 Examples: Portfolio, development and marketing strategies, M&A, overseas expansion, and other risks

Business operational risk
(imperfect internal controls and unavoidable factors)
Internal Control Office oversees all of it
 Examples: Non-compliance, intellectual property infringement, deficiencies in quality and safety, accidents/pollution, cyber-attacks, natural disasters, pandemics, war/terrorism, etc.

Crisis Management

The Mitsubishi Tanabe Pharma Group has conducted a review of its Business Continuity Plan (BCP) and systems to ensure the continued stable supply of pharmaceuticals to patients in case of a major earthquake such as a Nankai Trough earthquake or a Tokyo inland earthquake predicted to strike in the future.

We are improving our practical skills by conducting IT-Business Continuity Plan training and safety confirmation drills. We are also advancing countermeasures in case of a disaster, including one that affects the supply chain, by examining the countermeasures of our business partners.

> [Click here to view our COVID-19 countermeasures](#)

Information Security

We have established an information security secretariat with the officer in charge of general affairs acting as head of the information management system. 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 by establishing rules 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.

Telework support

For telework, which we are implementing as a COVID-19 countermeasure, we are distributing PC terminals and installing more phone lines to create an environment that can sustain our business while ensuring security.

[Protecting customer privacy](#)



Management

Promotion of Fair Operating Practices

Initiatives for Fair Business Practices

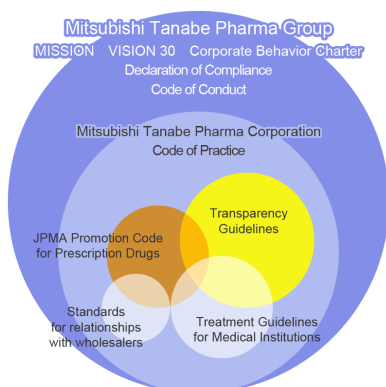
The Corporate Behavior Charter of the Group states that we will strive to maintain high ethical standards and place priority on fairness and integrity in all activities. In addition, the Declaration of Compliance expresses our commitment to conducting transactions in a fair manner based on open competition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

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

Code of Practice

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

Positioning of the Code of Practice



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

Appropriate Promotion Activities Initiatives

Definition of Promotion

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 prescription drugs.

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

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 proper prescription drugs use and unjustifiable customer inducements and increase the transparency of transactions by restricting the provision of unjustifiable premiums.

Audit System

In January 2021, we established the Promotion Audit Department to strengthen our initiatives aimed at proper promotion activities.

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 will be disclosed in compliance with the Clinical Trials Act. Regarding the provision of compensation or funds to doctors or to healthcare related institutions or organizations in Europe or the U.S., we are conducting information disclosure in an appropriate manner in accordance with guidelines and laws formulated in Europe and the U.S.

Management structure

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

Other initiatives

Regarding scholarships and donations to domestic universities and research institutions, the Company started a system of publicly inviting applications on the Internet in April 2016 to ensure transparency. Funding is provided after screening is conducted by a third-party committee.

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 provided to these patient organizations is disclosed on the Company's website.

Initiatives to Prevent Bribery and Corruption

Bribery and corruption in business not only hinder proper commercial transactions, 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 in Japan, China, South Korea, Taiwan, Indonesia, Thailand, and Singapore, and we are implementing appropriate responses in line with the laws, regulations, and business practices of each country.

Dealing with Antisocial Forces

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

Protection of Intellectual Property Rights

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

In addition to filing, acquiring, and maintaining intellectual property rights including patents and trademarks, we promote an intellectual property strategy that is integrated with our business and R&D strategies, and work to ensure our rights not only at the initial research stage, but also at the appropriate time tailored to the product lifecycle. As a result, the Group held 1,050 registered patents as of March 31, 2022.

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 Group has formulated [the Code of Conduct](#) and [Environment & Safety Policy](#), which indicate basic approaches and action guidelines based on [the Corporate Behavior Charter](#) and [the Declaration of Compliance](#).

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

Code of Conduct for the Environment and Safety

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

Environment & Safety Policy

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

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

Environmental Compliance

The Group has declared that “We work actively to protect the global environment and strive to realize the Company’s harmonious co-existence with society” and these compliance activities need 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 and disaster prevention 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, and reviewing plans at all offices.

Environmental Management Promotion System

Mitsubishi Tanabe Pharma has established an environment and occupational safety management system, overseen by the President and CEO until March 2022, and promotes environmental management.

Beginning in April 2022, we are moving forward with a system of environmental management with the Representative Director in charge. Headed by the Representative Director, the Environment & Safety Committee convenes regularly to discuss and make decisions on important environmental and safety issues, medium-to-long-term as well as annual policies, and activity goals.

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

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

ISO 14001 Certifications

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

Bases with ISO 14001 certification

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

Environmental Audits

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

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

In fiscal 2021, 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).

Although checks were carried out by auditors on location at the Shonan Office and Mitsubishi Tanabe Pharma Indonesia, the spread of COVID-19 prompted us to perform online auditing at four domestic bases, focusing on documentation checks. Separate on-site audits are planned for locations where this has not been possible for two consecutive years.

In fiscal 2021, we undertook some reorganization of our offices, opening the Onoda Office and closing the Kashima Office. Although audits found minor points at both domestic and overseas bases were found, no points that could lead to serious legal violations or environmental risks were identified. Furthermore, the status of compliance to the matters pointed out in the previous audit were suitably improved at all domestic bases. Improvements at overseas bases were largely confirmed, but some confirmation will continue at the next audit.

Priority items checked in domestic audits

- Appropriate environmental management when opening and closing premises
- Confirmation of regulations and bases' environmental guidelines
- Managerial and operational status of environment-related facilities, etc., and management of waste
- Checking of notification documents in accordance with laws and ordinance
- Progress of initiatives to reduce environmental impact

Environmental Education

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

Additionally, to promote awareness of the worsening problem of climate change and the carbon neutrality increasingly demanded by society, in fiscal 2021, we invited Takejiro Sueyoshi, a special advisor to the United Nations Environment Programme Finance Initiative, as a lecturer, expanding eligibility for attendance to include all employees of the Group and MCG Group. This environmental lecture was themed on green transformation.

Major training conducted in fiscal 2021

Training for People Responsible for Waste Management	<ul style="list-style-type: none"> ● Participants People responsible for waste management at domestic Group bases (34 people) ● Date of implementation June 2021 ● Description The importance of onsite checking of waste disposal contractors
Environmental seminar for the whole company	<ul style="list-style-type: none"> ● Participants Number of employees wishing to attend (515), out of all Group employees in Japan ● Date of implementation July 2021 ● Description The effect of climate change and decarbonization on business
Training for People Responsible for Waste Management	<ul style="list-style-type: none"> ● Participants People responsible for environmental management of domestic Group bases, and those wishing to do so (99 people) ● Date of implementation December 2021 ● Description Overview and updated trends of environmental laws and regulations

Status of Environmental Accidents/Violations of Environmental Laws and Regulations

The table below shows environmental accidents and major violations of environmental laws and regulations. For the fifth consecutive year, the Group had no environmental accidents and no major violations of environmental-related laws and regulations.



Environment

Targets & Initiatives

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

The Group views environmental measures as an important management issue and has identified “environment-friendly business” as a materiality that contributes to the SDGs.


Six environmental themes, including monitoring indicators for materiality, were established as priority items. The Medium-Term Environmental Action Plan 21-25, which started in 2021, was formulated, and we are engaged in environmental activities based on it. We have formulated a long-term reduction target for greenhouse gas (GHG) emissions to reach zero by 2050.

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

• Target for fiscal 2030: 45% reduction (compared to fiscal 2019)

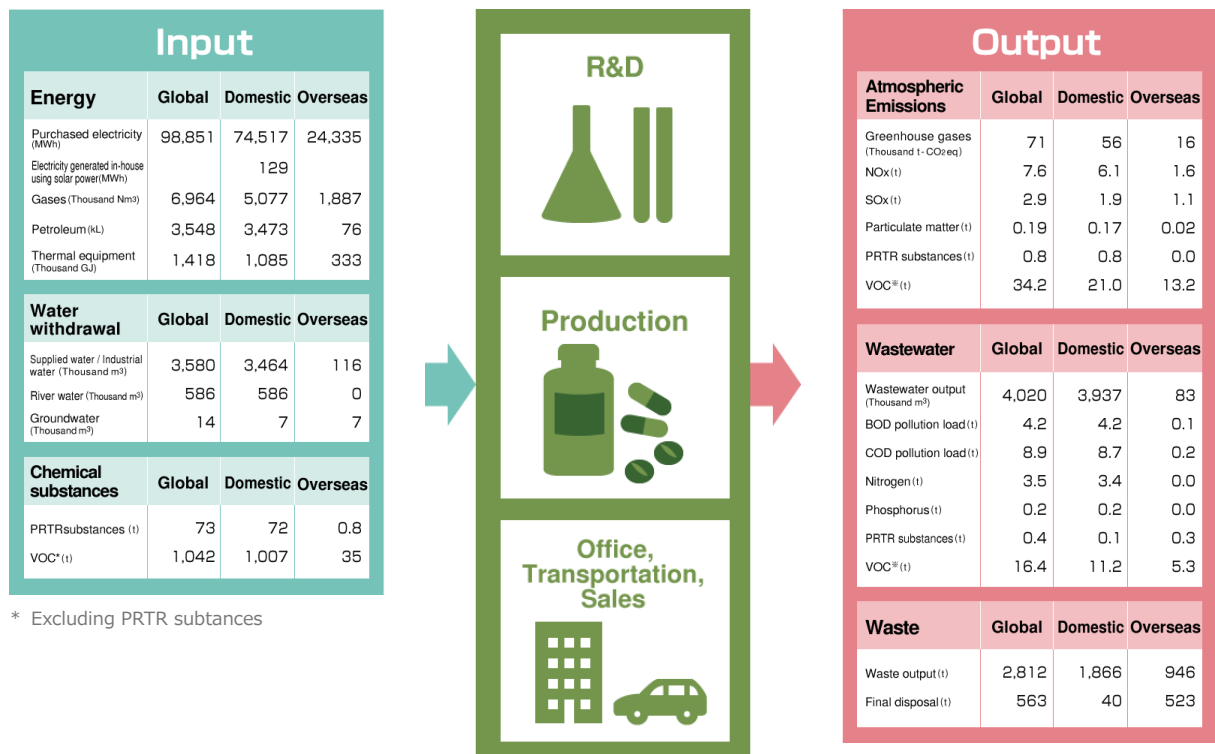
• Target for fiscal 2050: Zero emissions

	Targets	Principal Initiatives and Results in Fiscal 2021	Environmental SDGs
Energy conservation and global warming mitigation	<ul style="list-style-type: none"> Reduce GHG emissions by 25% by fiscal 2025 compared to fiscal 2019 (Global: Scope 1 + 2) 	<ul style="list-style-type: none"> 18% 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 emissions in categories 1, 2, 3, 4, 5, 6, 7, and 12 were tracked and disclosed in the Sustainability Report 	
	<ul style="list-style-type: none"> Appropriately manage fluorocarbons 	<ul style="list-style-type: none"> Compliance with revisions to the Law Concerning the Discharge and Control of Fluorocarbons (maintenance of ledgers, inspection records) <p>[Management results]</p> <ul style="list-style-type: none"> Amount recovered and destroyed 560 kg Amount leaked 68 kg(117 t-CO₂eq) 	 Goal 13
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) 	<p>[Results]</p> <p>Compared to fiscal 2019</p> <ul style="list-style-type: none"> 21% reduction of waste production in Japan 0.8% reduction in final waste disposal 	 Goal 12
	<ul style="list-style-type: none"> Reduce amount of final waste disposed by 50% by 2025 compared to fiscal 2019 (domestic) 		
	<ul style="list-style-type: none"> Promote reduction of plastic usage and recycling of waste 	<p>[Results]</p> <ul style="list-style-type: none"> Plastic waste emissions in Japan 303 tons (13% increase year-on-year) *Emission volume is the total for the Group 52% 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) 	<p>[Results]</p> <ul style="list-style-type: none"> 31% 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) 	<p>[Results]</p> <ul style="list-style-type: none"> 35% reduction compared to fiscal 2019 	 Goal 6
	<ul style="list-style-type: none"> Reduce PRTR emission substances 	<p>[Results]</p> <ul style="list-style-type: none"> 46% reduction compared to fiscal 2019 	 Goal 12

	Targets	Principal Initiatives and Results in Fiscal 2021	Environmental SDGs
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 Environmental conservation activities (tree planting and rural landscape preservation) suspended for the second consecutive year due to COVID-19 	 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 Subjects: 5 production and research bases in Japan, 1 overseas 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 	[Results] <ul style="list-style-type: none"> While maintaining zero environmental accidents and violations of laws and regulations for five 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 2021.



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

Participation in Initiatives and Industry Group Activities

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

Activities of Japan Climate Initiative (JCI)

The Group participates in the Japan Climate Initiative (JCI) * to actively address climate change issues. In addition, the Group endorsed the message (on April 19, 2021) requesting that greenhouse gas emission reduction targets and renewable energy power targets for 2030 be raised from JCI to the Government of Japan, and endorsed "Accelerate Renewable Energy Adoption Now: A Message Calling for Stronger Climate Action in the Midst of the Energy Crisis (June 3, 2022)."

* 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 (formerly the low carbon society action plan working group of the federation) and are working to achieve the carbon dioxide emissions reduction target based on Japan Business Federation's (Keidanren's) requests. Furthermore, we are participating in an environmental issues study group established by the Japan Pharmaceutical Manufacturers Association (JPMA) in fiscal 2022, and are working to address environmental issues as a pharmaceutical industry.



Environment

Climate Change Initiatives

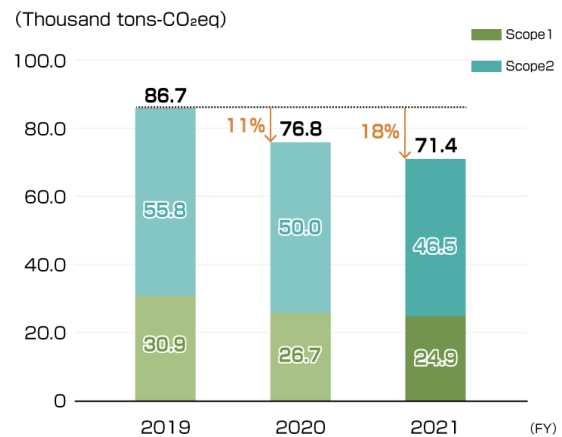
Climate change is an environmental problem that has a significant effect on the continued existence of life, including human beings, and efforts to prevent it are now a major challenge for the global community. The Group has positioned climate change initiatives as an important management theme and is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

Reduction of Greenhouse Gas (GHG) Emissions

To mitigate climate change, the Group is endeavoring to reduce its energy consumption and greenhouse gas emissions by preventing the leakage of fluorocarbons, and has set a target of a 25% reduction (global: scope 1 + 2) in GHG emissions by fiscal 2025 compared to fiscal 2019 in the Medium-Term Environmental Action Plan 21-25.

Greenhouse gas emissions for all global bases in fiscal 2021 were 71.4 thousand t-CO₂eq, down 18% compared to fiscal 2019. This breaks down as: Scope 1 emissions are 24.9 thousand t-CO₂eq, a 19% reduction from fiscal 2019, with Scope 2 emissions of 46.5 thousand t-CO₂eq, 17% reduction on fiscal 2019. This reduction can be attributed to the closure of the Kashima Office and the reduced boiler operation associated with lower production at the Yoshitomi Plant in fiscal 2021, as well as daily energy-saving initiatives at each base.

GHG emissions (scope 1 + 2)



Supply Chain Greenhouse Gas Emissions Reduction Overview

Scope 3 emissions are largest in category 1, accounting for 93.6% of all supply chain greenhouse gas emissions (scope 3).

Scope 3 greenhouse gas emissions

Category	GHG emissions (Thousand t-CO ₂ eq)	Calculation method
1 Purchased goods and services	588.9	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	22.2	Calculated from acquisition amounts of property, plant and equipment, not only for domestic companies but also for overseas companies in the scope of consolidation, which are multiplied by the emissions unit values* from Ministry of the Environment database
3 Fuel- and energy-related activities not included in Scope 1 or 2	12.0	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)

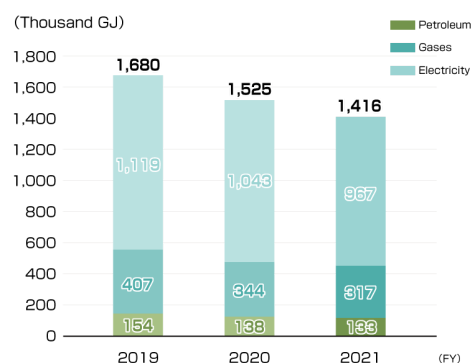
Category		GHG emissions (Thousand t-CO ₂ eq)	Calculation method
4	Transport and delivery (upstream)	2.0	Calculated from domestic transportation ton-kilometers for shipments from plants to distribution centers, shipments from distribution centers to wholesalers, and shipments from sales-promotion item 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 January 7, 2021
5	Waste generated in operations	1.6	Calculated from the amounts of waste, by type, from domestic Group offices (production and research bases, headquarters/Tokyo Head Office, distribution centers), which are multiplied by emissions unit value* from Ministry of the Environment database
6	Business travel	0.9	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	1.0	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	0.4	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		628.9	

* Ministry of the Environment database: database on emissions unit values for calculating greenhouse gas emissions, etc., by organizations throughout the supply chain (Ver.3.1)

Reduction of Energy Used

The domestic group holds regular energy liaison committee meetings for energy conservation to review changes in energy consumption and energy conservation measures as needed. We are also promoting energy conservation throughout the Group by creating an energy management system for the entire group. Energy use (thermal equivalent) has reduced for the third consecutive year though a variety of energy-saving activities undertaken at each base. Additionally, measures such as the consolidation of research bases (primarily the closure of the Kashima Office) contributed to the fiscal 2021 reduction.

Energy use (global)



Initiatives to Reduce Greenhouse Gas Emissions

Energy-Saving Initiatives at Bases

The Group is actively promoting energy conservation activities.

At our domestic and overseas bases, we are continuously replacing lights with LED lighting, controlling the blinking of lights with sensors, and performing maintenance on air conditioning equipment. The new research building opened at the Onoda Office in fiscal 2021 has a range of top-tier facilities that contribute to energy saving. We also conduct daily energy-conserving activities such as energy-saving campaigns at all bases to educate employees and recommend turning off lights and equipment power when not in use.

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

Click here for details.

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

Introduction of Hybrid Vehicles

The Group is introducing hybrid vehicles and eco-driving to reduce greenhouse gas emissions from company-owned vehicles.

		FY2019	FY2020	FY2021
Number of company-owned vehicles (domestic)	Total number of company-owned vehicles	1,709vehicles	1,741vehicles	1,629vehicles
	Number of these that are hybrid vehicles	1,145vehicles	1,118vehicles	1,036vehicles
	Ratio of company-owned vehicles that are hybrid vehicle	67%	64%	64%
CO₂ emissions from company-owned vehicle fuels (domestic)	CO ₂ emissions	4,165t-CO ₂	3,131t-CO ₂	3,576t-CO ₂
	Ratio of reduction in CO ₂ emissions (year-on-year)	12%	25%	-14%

Renewable Energy Use

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

The solar power panels installed on the rooftops of the Kashima Office buildings and the Tokyo Head Office generated 128 MWH and 1 MWH respectively in fiscal 2021.

In August 2021, carbon-free electricity was installed at Shonan Health Innovation Park, where the Company's Shonan Office is located. Going forward, we will consider switching to electricity from renewable sources for procurement of power at other major Group bases.

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 Law Concerning the Discharge and Control of Fluorocarbons revised in 2020. In addition, we comply with installation standards and conduct regular equipment inspections and when disposing of the equipment, we recover and destroy the fluorocarbons and maintain a record of this for three years. Furthermore, when installing equipment containing fluorocarbons, we select a model that takes into account global warming potential and energy-saving performance.

In fiscal 2021, at the Group's domestic production and research bases, the volume of fluorocarbons recovered and destroyed was 560 kg, and the leakage volume was 68 kg (117 tons-CO₂eq). 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 is an essential resource for organisms and securing good quality water is extremely important for pharmaceutical research and manufacturing.

The Group manages the amount of water withdrawal and wastewater in its business activities, saves water to reduce its water withdrawal, and makes effective use of its limited water resources.

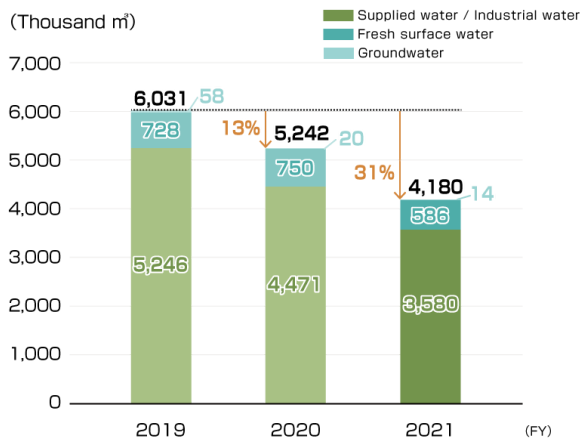
The Group's Medium-Term Environmental Action Plan 21-25 targets a 15% reduction in water usage volume by 2025 compared to fiscal 2019 (Global).

The water withdrawal of all bases globally in fiscal 2021 was 4,180 thousand m³, down 31% from actual withdrawals in fiscal 2019, exceeding targets.

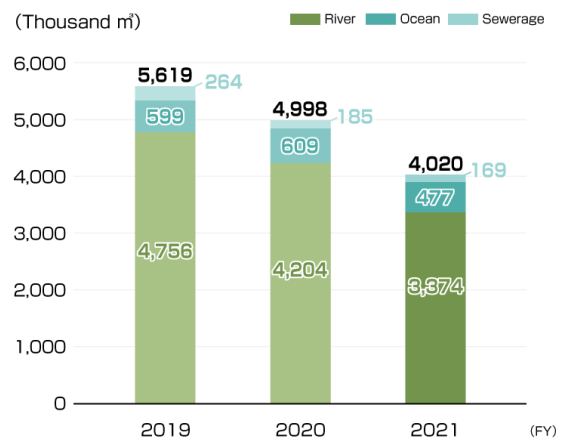
In addition to our normal water-saving activities, reduced activity at the Kashima Office in preparation for reorganization, as well as the adoption of remote working practices due to the spread of COVID-19, helped lower water draw.

The total volume of wastewater discharged at all bases globally in fiscal 2021 was 4,020 thousand m³, with the largest volume discharged to rivers, and other discharges made in sea areas and sewage systems.

Water withdrawal (global)



Wastewater discharged (global)





Environment

Initiatives to Reduce Waste and Reuse Resources

The recycling and effective reuse of limited resources help prevent environmental destruction and reduce waste, and is an important challenge for social and economic sustainability.

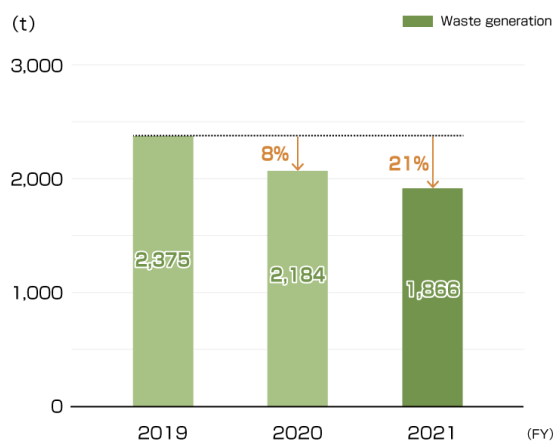
Under the Medium-Term Environmental Action Plan 21-25, the Group has set the goal of reducing the volume of waste generated and the amount of final waste disposed, to this end, we are advancing the “3Rs (Reduce, Reuse, Recycle) + Renewable” from the standpoint of correct handling and effective resource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

Proper Management of Waste

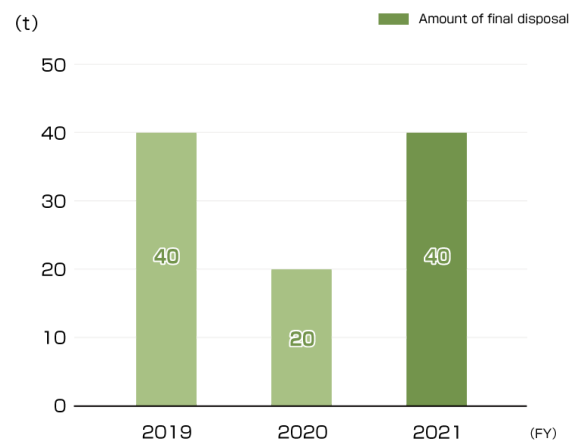
As a waste-discharging enterprise, the Group properly implements and manages the conclusion of agreements with contractors for waste collection, conveyance and processing, the management of electronic manifests, and on-site confirmation of disposal contractors. We choose waste disposal contractors who proactively recycle resources, conduct on-site confirmation before concluding these contracts, and evaluate whether disposal consentment is possible.

In fiscal 2021, waste generated by the domestic Group was 21% less than fiscal 2019, with final disposal 0.8% less than that year. The recycling rate was 54%. Final disposal volume increased year-on-year due to the large volume of equipment and fixtures disposed of in association with the closure of the Kashima Office and the consolidation of branches and sales offices. Going forward, we will evaluate measures to further promote recycling, including revision of processing methods and vendor selection. To the extent possible, the laboratory equipment, furniture, and equipment rendered unnecessary by the closing of the Kashima Office were donated to schools or sold to buyers, reducing waste to a minimum and contributing to the region and society.

Amount of waste generated (domestic)



Amount of final waste disposed (domestic)



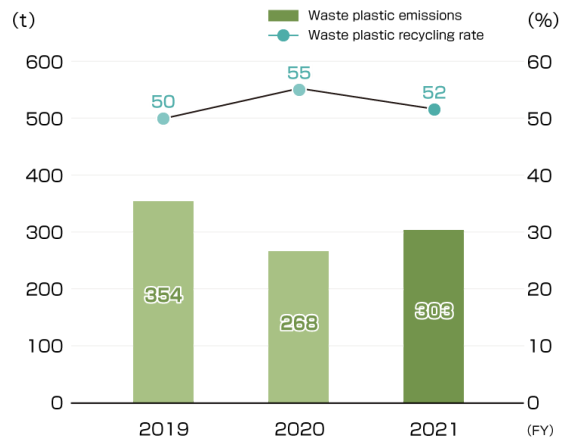
Reduction of Plastic Consumption and Promotion of Recycling

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

52% of the plastic waste generated by the domestic Group in fiscal 2021 was recycled (fiscal 2019: 50%). Looking to the future, we will continue to evaluate methods of further increasing the recycling rate.

The Group has proper management in place, in accordance with the Law Concerning the Promotion of Resource Circulation for Plastics, enacted on April 1, 2022. Emissions from the Company and the Group in fiscal 2021 were as shown in the following diagram. (Mitsubishi Tanabe Pharma Corporation: 149 tons, Mitsubishi Tanabe Pharma Factory Ltd.: 154 tons)

Waste plastic emissions and recycling rate (domestic)





Environment

Initiatives to Prevent Pollution

The Group works to prevent air, water, soil, noise, vibration, and odor pollution and each base sets stricter voluntary standards than the legal emissions standards for pollutants and applies them daily.

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

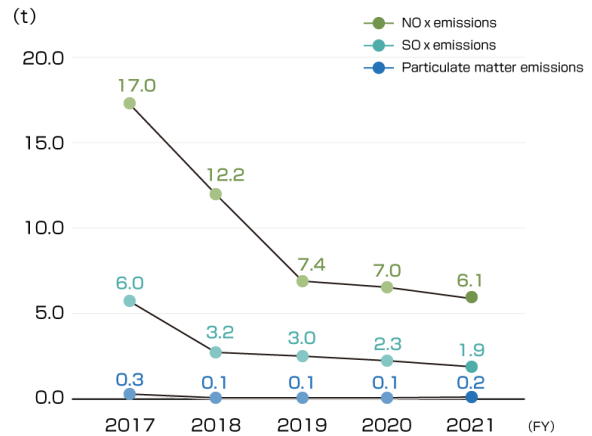
Prevention of Air Pollution

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

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

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

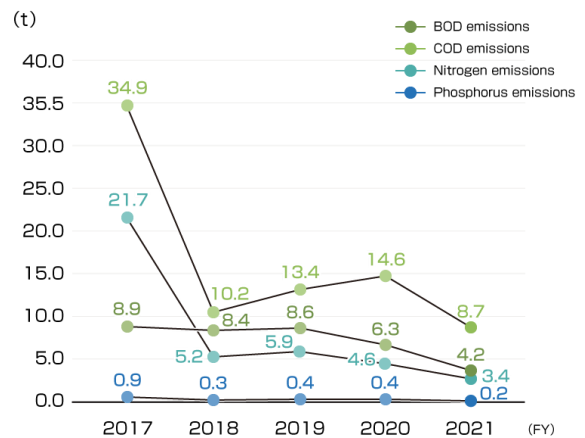
Emissions of air pollutants by domestic bases



Prevention of Water Pollution

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

Environmental impact on public water bodies (domestic)



Prevention of Soil and Groundwater Pollution

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

Response to the soil and groundwater pollution implemented in fiscal 2021

Base	Activity	Implemented content
Yoshitomi Plant	Groundwater purification	The plant continues to purify and monitor groundwater contamination found in fiscal 2013 by pumping up the groundwater
Taiwan Tanabe Seiyaku's Hsinchu Plant	Groundwater purification	The plant continues to purify and monitor groundwater pollution found in 2019 based on the plan (chemical oxidation) accepted by authorities
Yoshitomi Plant	Soil Survey	Geo-historical and soil surveys were conducted in fiscal 2021 in preparation for new construction. These surveys detected a specific harmful substance (arsenic), and we are now evaluating a response

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

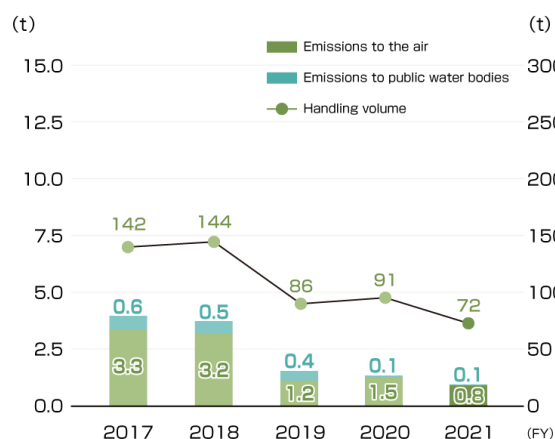
Based on the Law concerning Pollutant Release and Transfer Register/PRTR Law, we manage the amount of PRTR substances handled at our facilities and the emissions to the environment, and properly notify the prefectures where we are located.

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.

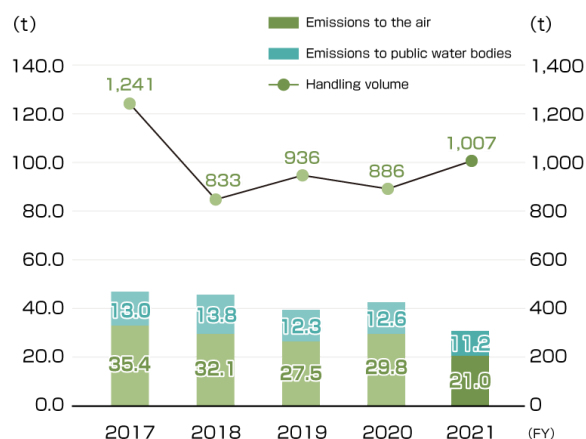
We are also studying the manufacturing processes and reducing the amount of target organic solvents used.

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 disposed of high-concentration PCB (polychlorinated biphenyl) ballasts owned by the Group's domestic bases by the disposal deadline of March 31, 2021.

Furthermore, we completed a PCB content survey for transformers and capacitors and plan to dispose of low concentration PCB equipment by March 31, 2027, the disposal deadline.

Asbestos

Surveys for sprayed asbestos have been conducted at domestic Group bases in the past, and relevant measures to prevent asbestos taken. Additionally, when removing facilities, we check for the presence of asbestos in the sprayed materials, insulation, and building materials to be moved, and take appropriate measures to manage these materials and prevent them from fragmenting and scattering.

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

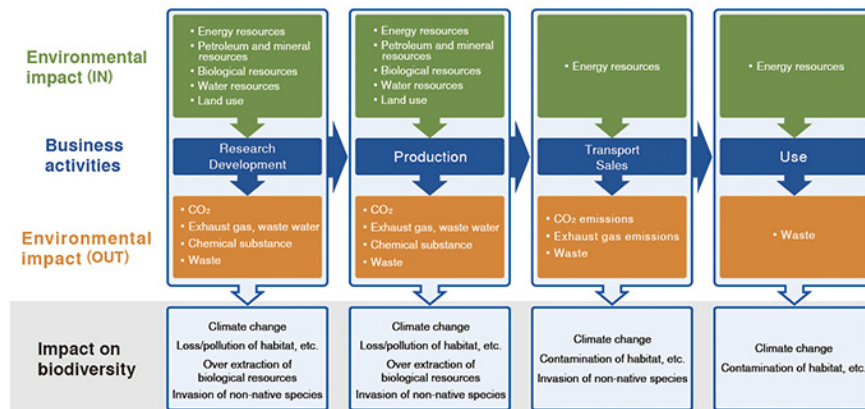
The Group recognizes that the sound maintenance and preservation of biodiversity is essential to the pursuit of sustainable business, and is engaged in the maintenance and preservation of biodiversity through a wide range of activities such as reducing its environmental impact, promoting appropriate usage of inherited resources, fostering harmonious coexistence with nature and society, and raising awareness within the Group.

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 classify waste and by-product emissions as air environmental impact, water environmental impact, and soil environmental impact, and each is quantified using the MOS (Management of Sustainability) index* and continuously assessed.

* This index is composed of items that are highly important for the Mitsubishi Chemical Group (MCG Group) and can contribute to sustainability from the following three perspectives: Sustainability [Green] (environment/resources), Health, and Comfort, which are the criteria for judging the activities of the Group. The items include reduction of environmental impact and energy consumption, sustainable use of resources, promotion of people's health, and contribution to a more comfortable life.
<https://www.mitsubishichem-hd.co.jp/english/sustainability/management.html>

Map of relationship between our business and biodiversity



* Created by referencing the map of relationship between companies and biodiversity 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 has continued its involvement in these activities. However, in fiscal 2021, prioritizing the prevention of COVID-19, the Group suspended its participation in these activities.

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.

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 is printed "For the Environment" 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 from the ocean.

● 42nd 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 2021, 110 people wore masks to prevent COVID-19 infections and cleaned up the area around the plant, collecting a total of 20 kg of combustibles including plastic bottles, other bottles, and glass.



● Clean-up operation for the combined Osaka Marathon and Lake Biwa Mainichi Marathon (Kashima Office/Headquarters)

We are continuing clean-up activities throughout Osaka City as a way of welcoming people who visit the city to see the combined Osaka Marathon and Lake Biwa Mainichi Marathon every year in a clean city. In fiscal 2021, the Kashima Office and the headquarters conducted this activity for a clean Osaka City and to reduce the discharge of plastic waste into the ocean.



> [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	11	280
Global environmental protection	—	22
Recycling and reuse of resources	2	127
Upstream and downstream activities	—	3
Administrative activities	—	156
Research and development	—	—
Community activities	—	—
Environmental damage compensation	—	4
Total	13	592

Environmental conservation effects

Initiatives	Name of base	Invested (millions of yen)	Item reduced	Reasons for reduction	Reduction (t-CO ₂ equivalent/year)	Economic effect (millions of yen/year)
Air conditioning equipment renewal	Yokohama Office	16	Electricity used	Renewal improves energy consumption and air conditioner efficiency	157	1



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, protein drugs, including peptide drugs and therapeutic antibodies, as well as nucleic acid drugs.

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 MCG Group to realize a sustainable society by quickly creating "precision medicines that provide appropriate medical care to appropriate patients at appropriate timing," which increases the treatment satisfaction of patients and contributes to social security.

Intractable Disease Initiatives

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

Development and provision of therapeutic drugs

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

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

As a new treatment option, Riluzole oral film was also launched in the U.S.

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. Last year 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 and Tanabe Research Laboratories U.S.A., we will conduct a detailed analysis of diseases for which unmet medical needs remain, reform the drug discovery process, and increase open innovation to realize precision medicine so that we provide highly effective treatment to specific patient groups and increase patient satisfaction.

Main Alliance Partners (fiscal 2021)

Date announced	Alliance details	Alliance partner
May 2021	Establishment of AI technologies for drug screening to accelerate data-driven drug discovery. PDF	HACARUS INC.
December 2021	Establishment of technology for evaluating protein crystal structures using AI(Japanese language only).	Mitsui Information Systems, Inc., Yokohama City University, RIKEN, Kyoto University
February 2022	Progress of joint research collaboration with HitGen to utilize drug discovery platform technology using next-generation compound library. PDF	HitGen Inc.



Manufacturing and Supply Chain

Stable Supply of Pharmaceuticals

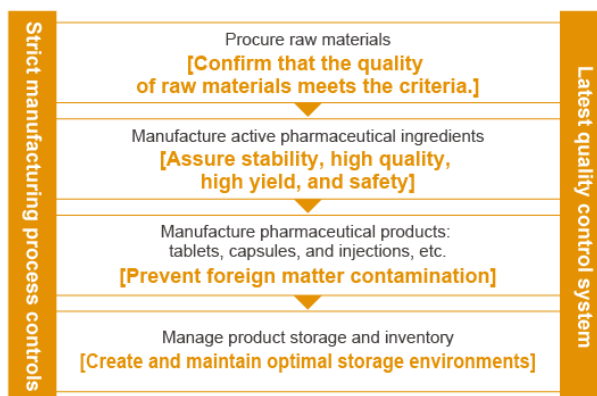
The Mitsubishi Tanabe Pharma Group manufactures and supplies high-quality pharmaceuticals and strictly controls product quality from acceptance testing of raw materials procured in Japan and overseas to the manufacture of GMP-compliant active pharmaceutical ingredients and drug products as well as testing 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 knowhow developed over many years.

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

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

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

Pharmaceutical manufacturing process



Manufacturing Systems in Asia Other than Japan

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

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

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

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

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



Hyangnam Plant,
Mitsubishi Tanabe Pharma Korea



Hsinchu Plant,
Taiwan Tanabe Seiyaku



Pharmaceutical production building,
Tianjin Tanabe Seiyaku



Exterior view of pharmaceutical
production building, Mitsubishi Tanabe
Pharma Indonesia

Managing Distribution to Ensure Stable Supplies

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

Initiatives at the Distribution Center

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.

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 started a system that meets the Japanese version of Good Distribution Practice (GDP) guidelines. In light of the characteristics of the pharmaceuticals that we handle, we have developed distribution policies, procedure manuals, and facilities for "quality assurance (especially temperature control)," "proper control of the distribution process," and "preventing contamination by counterfeit medicines and their distribution," which are shown in the guidelines. We strictly observe these policies and manuals in the conduct of our business in order to maintain distribution quality in term 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.

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.



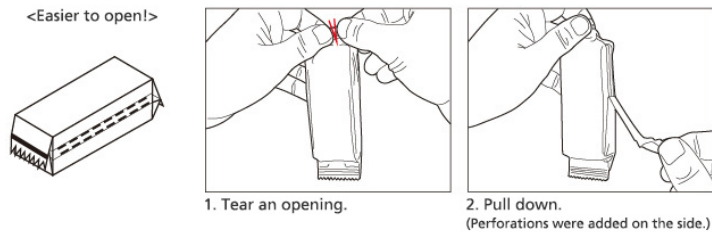
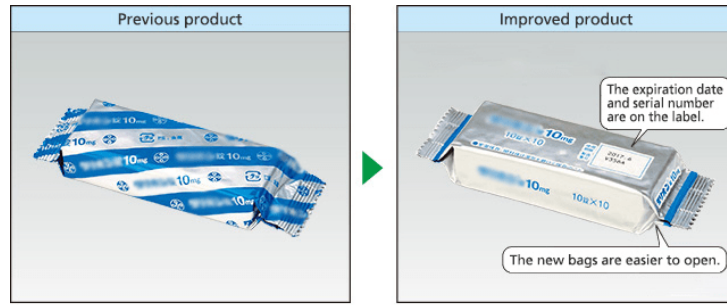
Example of the product name and content displayed on each pocket

Measures to Make Drugs Easier to Use

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).

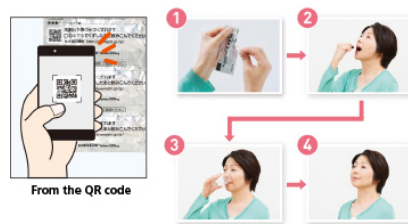
Aluminum bags that are easy to open and make it easy to remove the product



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.

Devising Formulations (Reducing the Burden of Taking Medicine)

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

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

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

Source: Pharmaceuticals and Medical Devices Agency

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



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 employs about 1,400 medical representatives (MRs) in Japan. Through the provision of information to healthcare professionals nationwide, MRs are working to deliver optimal drugs to patients.

In addition to the conventional MR activity of visiting medical institutions, as new sales activities in the era of COVID-19, 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.

Continuing efforts from the previous year, in 2021, with the spread of COVID-19, we held an online event to raise disease awareness, which was attended by many participants.

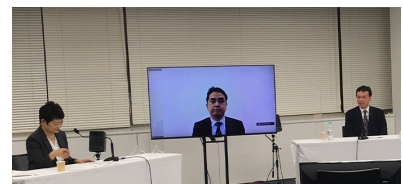
Nikkei Health Seminar 21

In November 2021, we sponsored Nikkei Health Seminar 21, titled "Have you heard of the disease 'Neuromyelitis optica?'"(hosted by Nikkei Inc., in cooperation with MS Cabin, a specified nonprofit corporation).

The seminar was divided into two parts: lectures given by specialists and a panel discussion.

Two lecturers appeared at the seminar, presenting from two different perspectives: "What kind of diseases are Neuromyelitis Optica Spectrum Disorders (NMOSD)?" and "Treating neuromyelitis optica and living with it on a daily basis." The panel discussion featured readily understandable advice and answers to questions received from online participants in advance, centering on the theme of "Living well with neuromyelitis optica." We received many questions from patients and their families, and provided meaningful information on what to be careful of in everyday life to prevent the relapse of NMOSD, as well as how to communicate with a patient's doctor concerning treatment.

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



Nikkei Health Seminar 21

Providing Information for Self-Medication

Self-medication means to be “responsible for one’s own health and self-treatment for minor ailments” (WHO definition). In order to promote self-medication in the skin domain, the Company has set up the Hifu no Koto site, which is supervised by specialists such as doctors and pharmacists, and is conducting educational activities.

In the area of dermatology, Mitsubishi Tanabe Pharma conducts a variety of educational programs through TV commercials and websites to help people suffering from dermatological problems to obtain accurate information and find a treatment as quickly as possible. Of these, the Hifu No Koto site provides information based on the opinions of experts, such as doctors and pharmacists.

In fiscal 2021, we actively offered information on themes of interest to our users, setting up a “Topical Articles” corner focusing on skin troubles particular to the COVID-19 pandemic such as alcohol disinfectant rash, and pain and swelling following a COVID-19 vaccination, and a “Children and Infants’ Skin Troubles” corner. In fiscal 2021, more than 24 million people viewed the site.

We created a pollen calendar forecasting pollen dispersion by area in order to educate hay fever sufferers, which was released on the brand website for the “[Talion AR](#)”(Japanese language only). [☞](#) pollen allergy medication.

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



* Reference: Hifu no Koto site
Number of users: 24 million (as of FY2021)
URL: <https://hc.mt-pharma.co.jp/hifunokoto/> (Japanese language only). [☞](#)

Overseas Activities

The Mitsubishi Tanabe Pharma Group has about 500 MRs overseas who provide appropriate usage information through local overseas subsidiaries in order to support the appropriate use of the Company’s pharmaceuticals. In addition to the U.S., these subsidiaries are located in Europe (U.K., Germany, Austria, and Switzerland) and in Asia (China, South Korea, Taiwan, Singapore, Indonesia, Thailand, and Malaysia). MRs involved in drug information provision activities visit medical institutions and doctors, participate in related academic conferences, exchange opinions with specialists, and provide the latest academic information. In this way, MRs are working each day to be able to contribute to the diagnosis and treatment activities of healthcare professionals.

Activities in the United States

Edaravone was approved as a treatment for ALS in the U.S. in May 2017 and launched in August. It is marketed by Mitsubishi Tanabe Pharma America. Additionally, in May 2022, edaravone oral suspension was approved in the U.S. and launched in June of the same year. We have been continuously offering support to ALS patients and have recently integrated and revamped our services in 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.

Activities in Asia

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

In China, we obtained approval for the selective DPP-4 inhibitor teneligliptin for the treatment of type 2 diabetes in August 2021, and are working with partner organization Suzuken Pharmaceuticals (Suzuken Shenzhen) to market it in fiscal 2022. In Taiwan, we filed for approval of the renal anemia medication badadustat and the neuromyelitis optica spectrum disorder (NMOSD) medication inebilizumab in fiscal 2021. In South Korea we received approval for inebilizumab for treatment of NMOSD and barbenzine for the treatment of tardive dyskinesia, in August and November of 2021 respectively.

In the ASEAN region we began sales of an antipsychotic product (cariprazine) in Indonesia and Malaysia in fiscal 2021, and obtained approval for its use in the treatment of bipolar disorder in Singapore and Thailand in January and February 2022 respectively. We also began sale of edaravone, an ALS drug, in Thailand, and in Malaysia, we received approval for this product in December 2021 and began preparing for its launch which is scheduled in fiscal year 2022.

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

Providing Information through Websites

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

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

Status of major site updates in fiscal 2021

- **Inflammatory Bowel Disease (Crohn's Disease/Ulcerative Colitis)**

At the "SHITTOKU café," a website providing information for patients with Inflammatory Bowel Disease, there was a round table discussion focusing on these ailments and employment, focusing on the theme of "Tips for working with IBD—Job hunting and Freshman Session." We intend to continue this series on employment in fiscal 2022.

- **Amyotrophic Lateral Sclerosis**

"ALS Station" features a new ALS severity (ALSFRS-R) self-assessment tool and a tool to calculate daily calorific needs based on the ALSFRS-R, which are intended to help ALS patients in their daily lives.

- **Spinocerebellar Degeneration/Multiple System Atrophy**

"SCD/MSA Net" has updated the home rehabilitation advice video materials featured under "Points for Rehabilitation," and the "Useful Information/Patient's Booklet" screen featured in "For Families."

- **Vaccine**

In addition to the Vaccine Newspaper, which is published six times a year in a timely manner, "Vaccine Net" now includes new content on prevention of infectious diseases in adults, and on the risks and benefits of vaccines. It also features a video titled, "Know and Take Actions! Preventing Infectious Disease" video from Hiroshima Television.

- **Neuromyelitis Optica Spectrum Disorder**

Established "NMOSD Navigator," which features useful information on daily life in addition to the pathophysiology and treatment of neuromyelitis optica.

- **Tardive Dyskinesia**

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

In fiscal 2021, about 31.44 million people visited these health support websites.

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

Information for patients and their families



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

Providing Comprehensive Information through the Medical Information Center

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

We have made improvements to make it easier for patients and their families to consult with us; in November 2020, we set up a dedicated contact for patients using our ethical drugs to contact us by telephone, and in October 2021 by inquiry form. We have differentiated it from the contact for healthcare professionals, and made it clear that we are open to all patients and their families. For patients and their families, Medical Information Center is the only contact where they can receive medical information regarding our Company's products. With a motto of "reliable, accurate, and prompt," the center provides information that is easy to understand while at the same time making certain not to dispense the type of medical advice that should only come from a physician.

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 45,000 inquiries (FY2021 results) a year on a wide range of subjects. It also provides information on the appropriate use of the Company's products while utilizing basic pharmaceutical information and the in-house Q&A system. Valuable information that the center receives from customers about safety, such as drug side effects, and quality is shared internally. In this way, the center helps improve products, enhance reliability and discover future new drugs.

In recent years, the diversification of information sources for healthcare professionals and patients and the development of digital technology has caused a decrease in the number of telephone inquiries, even in the pharmaceutical industry. On the other hand, the amount of information provided by unmanned information channels has increased. We are enhancing the quality and quantity of the product Q&A on our website while providing information that can better meet customer needs.

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

AI Chatbot "Tanamin med" for Product Information Inquiries

In February 2020, we launched the AI chatbot "Tanamin med" on our website for healthcare professionals for better convenience.

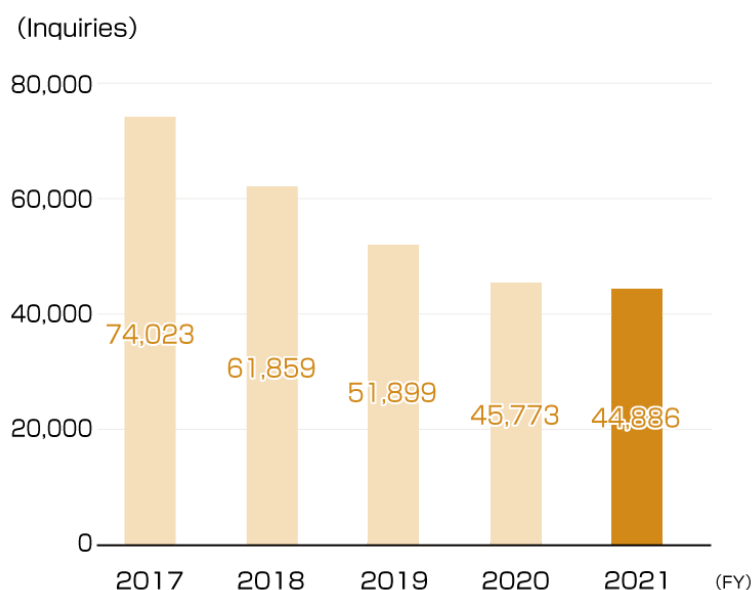
When a healthcare professional types a question, the chatbot's artificial intelligence recognizes the meaning, leads them to the relevant product information from among our approximately 100 products, and displays the answer. This allows them easy and quick around-the-clock access to drug information.

AI chatbot "Tanamin med"
(Press release issued on February 12, 2020)



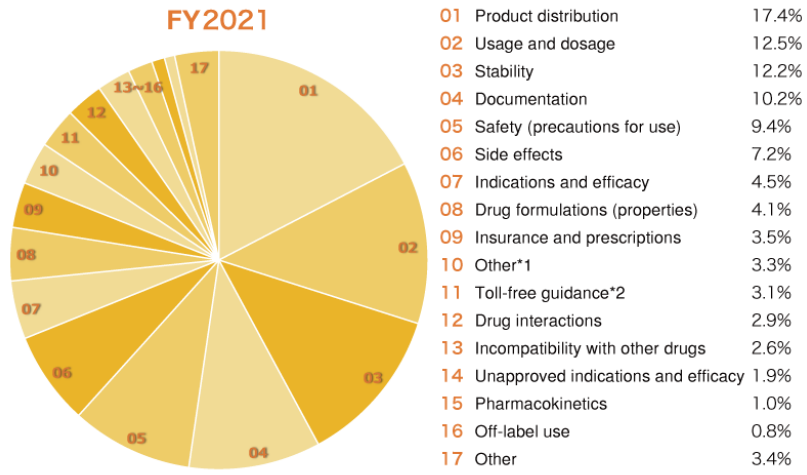
The purpose of Tanamin med is to promote the proper use of ethical drugs among healthcare professionals in Japan.

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



*1 Inquiries on MR calls, lectures, seminars, doping, and other matters

*2 Toll-free guidance to redirect consumers by providing correct contact information



Drug Safety / Quality Assurance

Quality Assurance System of Drugs

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

Primary Functions of the QV Division

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

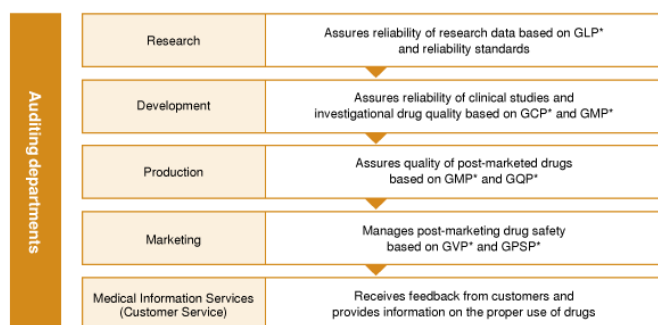
To ensure that our pharmaceuticals can be used by healthcare professionals and patients with peace of mind, the Quality Assurance Department strives to maintain and improve our system of reliability assurance by complying not only with “The Law on Securing Quality, Efficacy and Safety of Products Including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

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

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

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

System to assure the reliability of drugs



* GLP (Good Laboratory Practice)
Standards for conducting preclinical trials on pharmaceutical safety.

* GMP (Good Manufacturing Practice)
Standards for manufacturing and quality control of pharmaceutical and quasi-pharmaceuticals.

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

* GCP (Good Clinical Practice)
Standards for conducting clinical trials of pharmaceuticals.

* GQP (Good Quality Practice)
Standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices.

* GPSP (Good Post-marketing Study Practice)
Standards for conducting post-marketing surveillance and studies of pharmaceuticals.

New Drug Safety Management

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

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

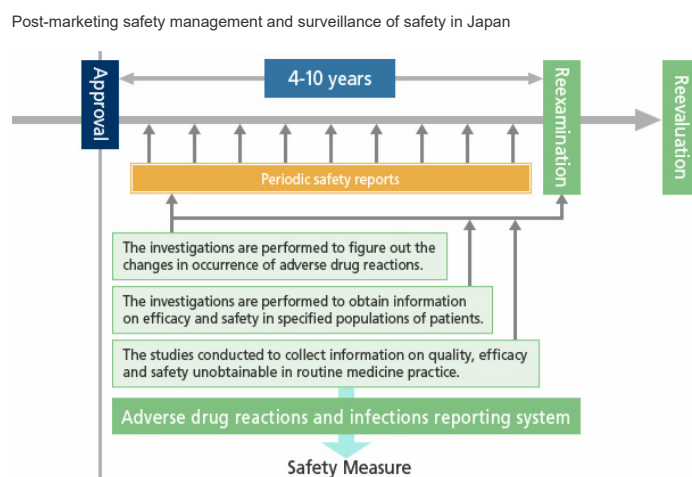
For example, edaravone, which was discovered by the Company, was approved in Japan in 2001 as a treatment for the acute ischemic stroke and has been in use for more than 20 years. Since 2015, edaravone has been used in Japan as well as overseas in countries such as the U.S. to treat ALS. In May 2022, the oral suspension also received U.S. approval for use to reduce the burden on ALS patients, and was thereafter launched in June of the same year.

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.



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 QQP (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 2021, we conducted one voluntary recall in Japan, but no related health problems were reported.

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

Quality 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.

Continuing from last year, in fiscal 2021, our primary themes of pharmaceutical safety training were cases of drug-induced suffering and drug safety management. As people of pharmaceutical companies, the training improved the risk sensitivity of each and every one 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

Efforts to Solve 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.”

Development of Therapeutic Agents for Intractable and Rare Diseases

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 at April 25, 2022, 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			2 Immuno-inflammation		
Development code	Indications	Region/Stage	Development code	Indications	Region/Stage
MT-0551	Neuromyelitis optica spectrum disorder, NMOSD	Japan / Approved Asia / Filed	MT-7117	Erythropoietic protoporphyria, X-Linked protoporphyria	Global / Phase 3
	Myasthenia gravis	Japan / Phase 3		Systemic sclerosis	Global / Phase 2
ND0612	Parkinson's disease	Global / Phase 3	MT-0551	IgG4-related disease	Japan / Phase 3
MT-1186	Amyotrophic lateral sclerosis: ALS / Oral suspension	US / Filed*	MT-2766	Prophylaxis of COVID-19	Canada / Approved
		Japan / Filed			Japan / Phase 1/2
MT-3921	Spinal cord injury	Global / Phase 2			

*Approved in the U.S. In May 2022, released in June

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

“JourneyMate Support Program” offers support to ALS patients in the U.S.

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. Additionally, in May 2022, edaravone oral suspension was approved in the U.S. and launched in June of the same year. We have been continuously offering support to ALS patients and have recently integrated and revamped our services in 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 U.S. (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.

Initiatives in Developing Countries

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 by giving 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)

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

Joint research with Drugs for Neglected Diseases initiative (DNDi)

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

Patents in Countries Where Access to Healthcare Is Difficult

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



Human Resources Development

Basic Human Resources Policy

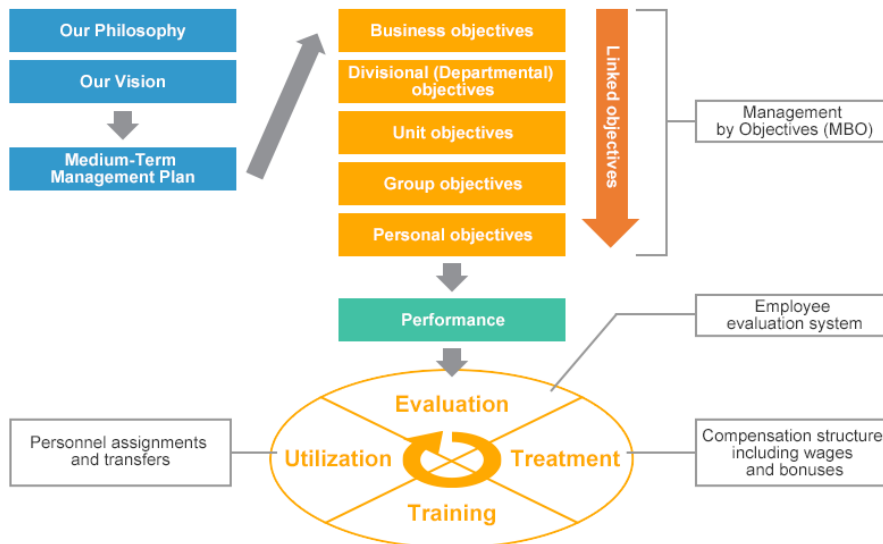
The Mitsubishi Tanabe Pharma Group is working to further enhance its competitiveness by focusing on its people as a management resource and giving individual employees an opportunity to demonstrate their full potential. To further enhance its competitiveness and achieve sustained growth, the Company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

Additionally, from April 2022 onwards, the Company has transitioned to a “One Company, One Team” structure, 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, 2018	March 31, 2019	March 31, 2020	March 31, 2021	March 31, 2022
Consolidated	7,187	7,228	6,987	6,728	6,697
Non-consolidated	4,222	4,111	3,764	3,383	3,278
Men	3,232	3,107	2,840	2,593	2,490
Women	990	1,004	924	790	788

Enhancing Personnel Training

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. While keeping the need to be proactive, professional, and flexible in mind to achieve SINKA, the Group supports employees so that they can develop and exercise their capabilities through the smooth coordination of the four frameworks listed below. As well as daily on-the-job training, we provide opportunities for each person to learn and grow on their own initiative and enhance their abilities. In addition to these initiatives, through the assignment of the right person to the right place, we strive to maximize each person’s ability.

Framework for developing the ideal human resources

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

The Company is also providing support for autonomous employee career management and individual skill development and to develop next-generation leaders and global human resources.

Career design program

We maintain the program style so that each person can flexibly participate according to each person's career stage and lifestyle.

- To expand employees' views and encourage their self-development, we conduct voluntary training inside and outside the company and online business skills training with other companies in different industries.
- Career counseling is provided to all participants at a certain rank to further deepen their awareness of training in their careers.

In fiscal 2021, we conducted workshops for management and general employees to create connections between people in-house, as a response to telework and other changes in the work environment.

In fiscal 2021 each person received an average of 2.6 hours of in-house training.

Development of global human resources

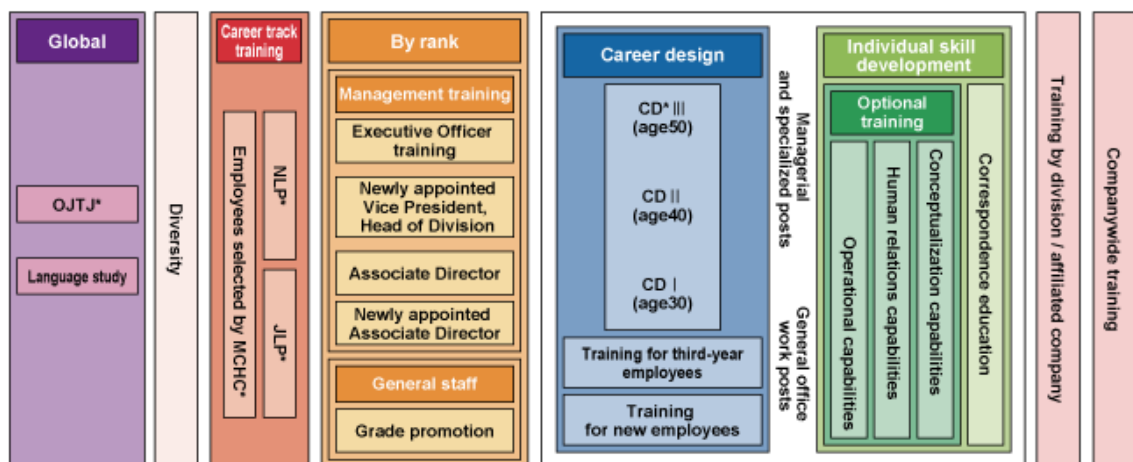
- We continuously develop global human resources with our career challenge system that enables transferring to a wide range of work assignments including those overseas.

Since fiscal 2020, COVID-19 has prevented any dispatch of new people through the career challenge system. We held two training sessions attended by approximately 40 people to promote cross-cultural understanding among employees in Japan who are engaged in business on a global basis, with the goal of allowing people who are posted overseas to adjust to living and working in their new locations with ease.

Next-generation leader development

- We continuously conducted MT-VIVID, a management early development program.

Training program structure (fiscal 2021)



* OJTJ: On the Job Training in Japan

* NLP: NEXT LEADER Program (NEXT leader)

* JLP: Junior LEADER Program (Jr. leader)

* CD: Career design

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



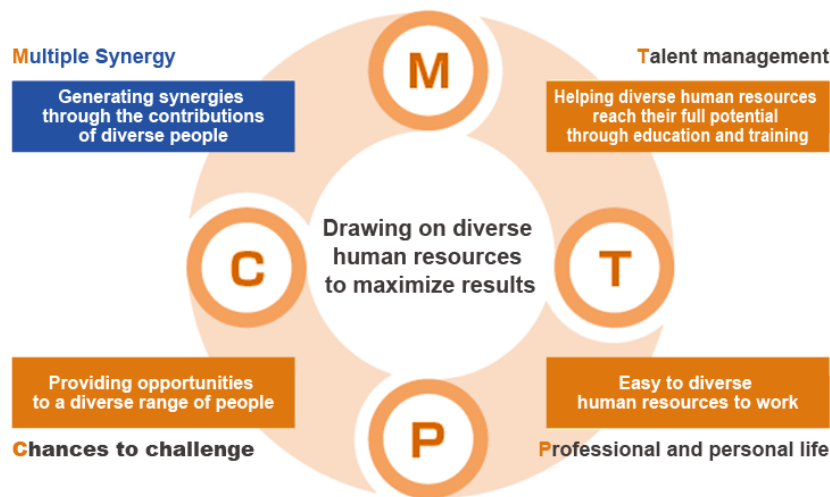
Promoting Diversity & Inclusion

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 LGBT*), 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.

* LGBT is an acronym for L: lesbian, G: gay, B: bisexual, T: transgender, and is a generic term for a sexual minority.

Recently, LGBT has expanded to include LGBTQ (with Q standing for "Questioning" or "Queer") and LGBTs (with "s" a generic term for sexual minorities not covered by LGBT). In this report, LGBT is one of the acronyms used for social minorities.

Diversity & Inclusion Initiatives

In fiscal 2021, we implemented the following initiatives.

Human rights and diversity training

The training is conducted for Group company management (Department Manager and Section Manager level) in Japan through e-learning. This program is mainly intended to ensure that the workforce practices appropriate diversity management, and to renew their knowledge of human rights, diversity and inclusion, labor management knowledge, and the Group's systems.

Ikuboss interview

As a measure to encourage subordinates to fulfill both work and personal matters, we seek to foster diversity awareness among managers by introducing the company's best practices in the company newsletter.

LGBT initiatives

We revised our existing rules of employment by adding harassment-related behavior toward LGBTs and made it subject to disciplinary action. In fiscal 2020, we revised the following two items in our system.

- Same-sex partners were included in the scope of nursing care leave and nursing care holidays.
- Same-sex partners in a common-law marriage can register as a family and are treated the same as spouses under our system of vacations, allowances, and housing.

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

We continue to implement nursing care seminars and www training (www: an abbreviation for Win-Win-Woman), which considers the careers of women who have not yet experienced such life events as marriage and childbirth.



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

Social recognition



Received the 2021 Gold Prize in the PRIDE INDEX, an evaluation index for LGBT initiatives in the workplace by "work with Pride," a private organization



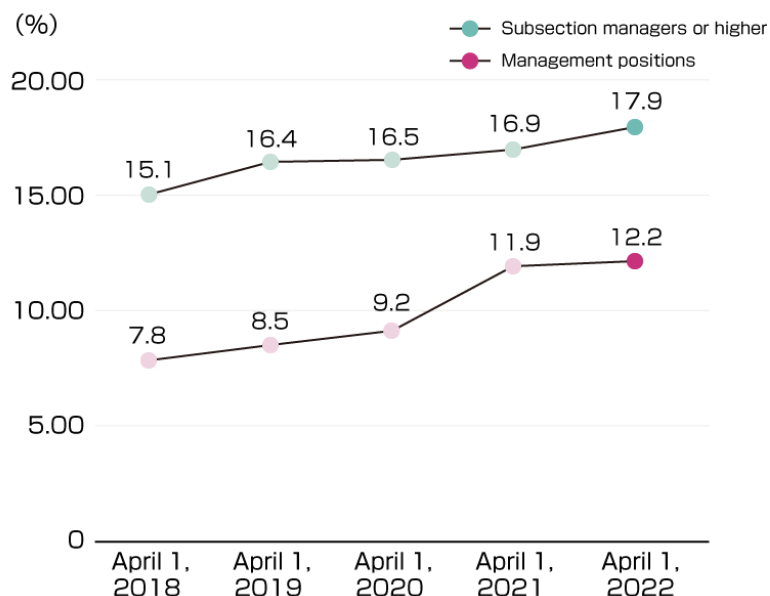
Received highest ranking under "Eruboshi" company certification system based on the Act on Promotion of Women's Participation and Advancement in the Workplace in 2016

女性が輝く
先進企業
2020



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

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



Supporting Active Careers for People with Disabilities

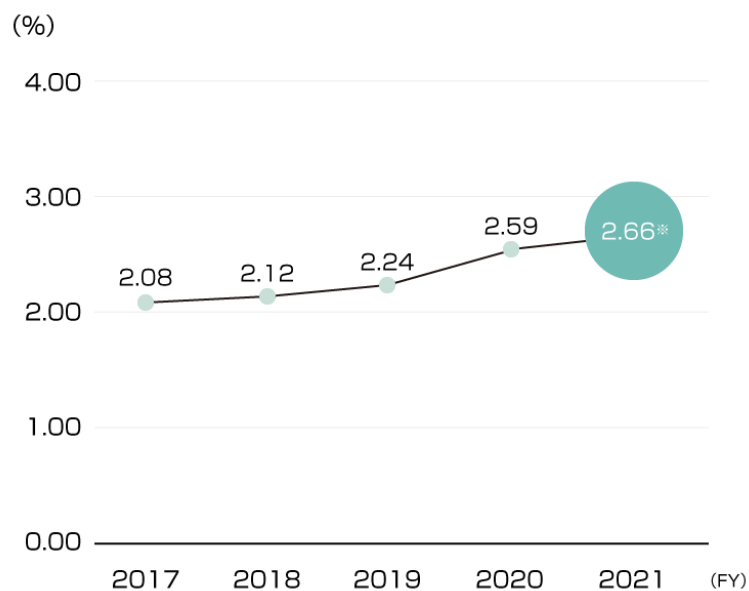
Promoting Employment of People with Disabilities

The Group has actively worked to promote the employment of people with disabilities, and at the same time, has expanded the range of duties in many occupations throughout the Group. As a result of actively hiring people with disabilities, the Group's employment rate as of March 31, 2022, was 2.66%, an improvement from 2.59% at the end of the previous fiscal year.

The East Japan Operations Division of Tanabe Palm Service, a special subsidiary company, began hiring people with disabilities at its Yokohama Office in fiscal 2021.

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 less than 100 people with disabilities working throughout the Group, the Group's Tanabe Palm Service, a special subsidiary, provides a variety of office services, and has over 40 people primarily with intellectual, mental, and developmental disabilities working there. (As of April 2022)

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 was registered as an Osaka Prefecture Excellent Company that Supports Persons with Disabilities in January 2021.



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 by advanced reproductive medicine, which requires many hospital visits, are eligible under this system.

Consideration for employees who support business continuity

From an early stage of domestic coronavirus infections, the Group recommended and continued staggered work shifts and telework to prevent a commuter rush as part of our COVID-19 infection prevention measures.

Under the issuance of the first declaration of a state of emergency, all employees have shifted to “principle telework” except for the minimum of functional maintenance work, such as our responsibility for drug supply, and safety and quality control as a pharmaceutical company. During the “Principle Telework” period, every Friday we conduct an employee survey called the Friday Survey to understand the feelings of every employee and promote growth across the organization using employee feedback as seeds for reform with the aim of significantly changing our conventional workstyle. We named the seven items that received the most feedback in the survey the “Workstyle Reform Declaration” and began a Companywide effort to establish a telework environment, review meetings, do away with personal seals, reduce paperwork, and use satellite offices.

At present, we have taken measures to counter COVID-19 infection at each office and workplace in line with government requests, while implementing working methods optimized to increase productivity. Employees who cannot work as usual because they need to provide childcare at home due to the closure of elementary schools or because their children are not attending online classes or nursery school, were provided with special paid leave or full pay for working less than normal working hours, which helped ensure the work-life balance of employees.

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

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

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.

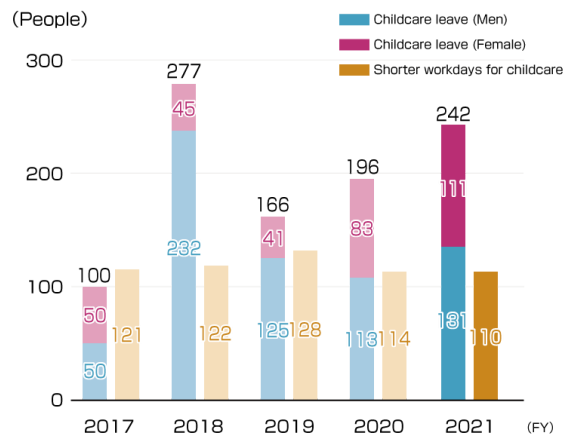


Kurumin certification mark



Platinum Kurumin certification mark

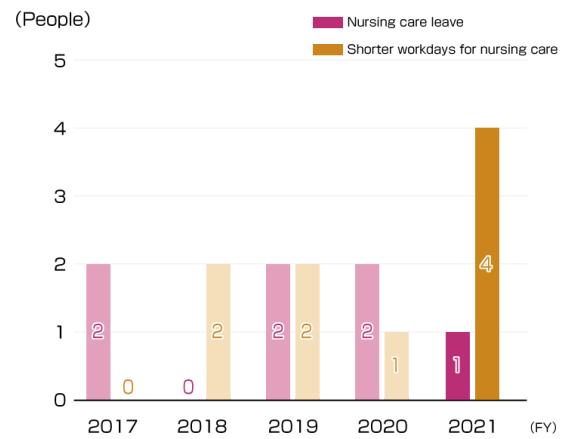
Utilization of leave and shorter workdays for childcare



* 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 2022, the labor union membership rate was 72.4%. 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.

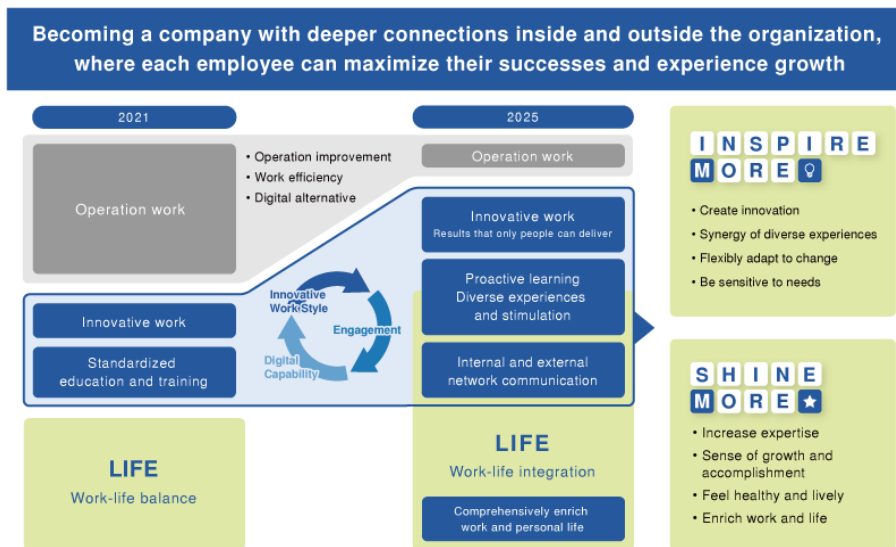


Society > Together with Employees

Work-Style Innovation

Initiatives to Promote 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) transition to the One Company structure, and (3) accelerate innovation, 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 as the Pharma Business Unit

As the MCG Group works as one to reform our way of working, MTPC, the Pharma Business Unit of the Group, 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.

Current Group status of RPA (as of June 2022)



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

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

* 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

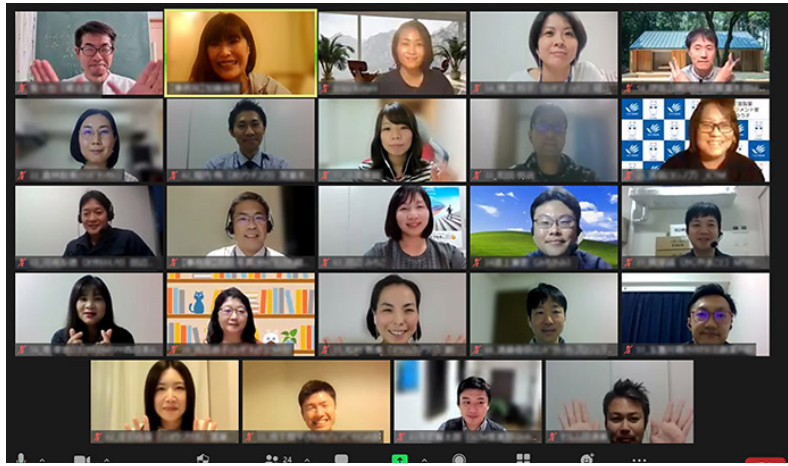
Deepening Engagement

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

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



Held Wai Gaya' workshops to create new connections

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



Society > Together with Employees

Occupational Health and Safety

Occupational Health and Safety Management

To prevent occupational accidents in the workplace, and promote employee health and a comfortable work environment, the Group operates management systems in accordance with Guidelines on Occupational Safety and Health Management Systems (OSHMS) presented by the Ministry of Health, Labour and Welfare.

We have created a plan for achieving health and safety goals at each office and we identify potential risks in the workplace through health and safety activities (hazard prediction training), Hiyari-Hatto [near-miss training], workplace inspection, etc.) and risk assessments, and implement risk reduction measures accordingly. We also invite outside instructors to give lectures and hold exercise classes to promote employee health.

From fiscal 2020, workstyles changed significantly due to the impact of COVID-19, teleworking arrangements increased, and in general, the inadequacy of communication was noted. However, the Group ensures employee safety and manages their mental and physical health by leveraging online tools and recommending proactive communication with one's superiors and colleagues.

In fiscal 2021, we updated the Telework Workstyle Handbook, which was released the previous fiscal year to promote comfortable, safe, and healthy teleworking, and added actual examples. We are continuing to disseminate the handbook to all employees through e-learning.

Reference: Table of Contents	
Introduction	P.3
Chapter I Type of Telework	P.4
Chapter II Occupational Health in Telework	P.5
1. work environment control	P.6
1) Room size, ventilation, lighting, room temperature, humidity	
2) When working at a desk and chair at home	
3) When working at a law table	
4) Guidelines for Occupational Health Management and tips for reviewing	
2. work control	P.11
1) working time	
2) working posture	
3) self-management	
3. Health Management	P.14
1) self-care	
2) Mental Care	
3) Exercise and try relaxation techniques	
4) Does not disturb rhythm of life	
5) Ensure connections with people	
Chapter III Safety Measures for Telecommuting	P.20
1. Fall	P.21
1) abandoned items and electrical cords on the floor	
2) small step	
3) staircase	
4) dark place	
5) Clothing	
2. Fire	P.27
1) outlet, cord	
2) gas stove	
3) heating appliance	
3. Earthquake	P.31
1) Points at the time of earthquake	
2) Safe furniture placement	
Chapter IV When an accident occurs	P.36
APPENDIX: SPECIFIC EXAMPLE	P.37
1) What I am careful about in Telework	
2) What I felt a danger in Telework	

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

Occupational Health and Safety Promotion System

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



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

Occupational Health and Safety Initiatives

Aiming to contribute to protecting the global environment and realizing workplaces where employees can work in a healthy, enthusiastic, safe, and comfortable manner, the Group is strengthening its initiatives in the areas of Environment, Health, and Safety (EHS). In particular, securing the safety of employees in business activities is our highest priority. To prevent occupational accidents, it is important to continually strengthen Environmental and Safety management and raise everyone's risk awareness regarding operations in the workplace, and we are working to strengthen our front-line capabilities (autonomous solutions capabilities).

In fiscal 2021, we worked on a range of measures to reduce the lost time injury frequency rate at all domestic Group offices to 0.30 or less. As a result, there was one accident requiring absence from an office in Japan and two at overseas plants. The lost time injury frequency rate at all domestic Group offices was 0.11. As there were many accidents from falls last year, we will work to strengthen the safety awareness of employees including awareness of preventing falls. Domestic contractors also manage the status of occupational accidents, and in fiscal 2021, the lost time injury frequency rate at our domestic contractors was 0.00.

To eliminate workplace accidents, we will continue to implement highly effective training and activities to reduce risks related to facilities and operations. We will work to realize KAITEKI, which is being advanced by the entire MCG Group.

Major initiatives

Safety training initiatives

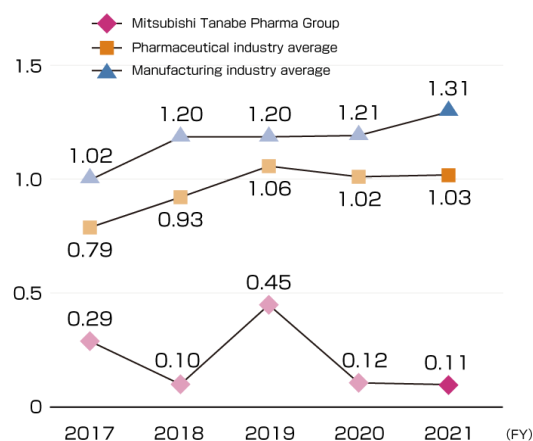
Conducted via remote online training due to the impact of COVID-19 (the static electricity workshop alone was conducted face-to-face because the calmer situation with COVID-19 infection)

- Legal and worker compliance obligation classes
- Health and safety training
- Hazard prediction training
- Human error countermeasure seminars
- Classes on static electricity
- Sharing of information regarding such issues as occupational accidents and Hiyari-Hatto (near misses), and measures to prevent recurrence at offices in Japan and overseas

Initiatives to prevent recurrence of work-related injuries

- Updated and disseminated internally the Telework Workstyle Handbook
- Conducted checks of Research Station and head office employees' understanding of how to work via telework
- Disseminated internally safety information (including past in-house cases) connected to national events
- Rolled out countermeasures for vehicular accidents in the sales unit
- Shared cases and measures to prevent accidents from falls occurring in offices or while employees are on business trips or commuting

Lost time injury frequency rate



- * Lost time injury frequency rate: Number of casualties due to accidents that require time off from work up to one million actual working hours (excluding commuting injuries).
- * Calculation period: For the Group, April to March the next year; for pharmaceutical industry averages and manufacturing industry averages, January to December.
- * Scope: All domestic Group offices
- * Total working hours: For fiscal 2017 and 2018, scope includes permanent employees, contract employees, and temporary employees. Excluding certain bases, for permanent employees and contract employees, calculated as actual work hours; for temporary employees dispatched by personnel agencies, calculated as work hours per day x number of business days x number of employees. For certain bases, calculated as work hours per day x number of business days x number of employees + overtime hours. Since fiscal 2019, scope has included permanent employees, contract employees (including some part-time employees), and temporary employees. For permanent employees and contract employees calculated as actual work hours; for temporary employees calculated as work hours per day x number of business days x number of employees.

Chemical Substance Safety Management

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

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

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

Safety and Accident Prevention

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

In fiscal 2021, we constructed a new research facility (CIL: CMC Innovative Laboratories) at the Onoda Office, equipped with the latest equipment and safety facilities, linking and integrating production with CMC* research functions.

* An abbreviation for Chemistry, Manufacturing, and Control. Integrated research supporting the manufacture and quality of pharmaceutical products, including analytical research to evaluate the quality of drug substances and formulations, and research into drug substance manufacturing methods and formulation.

Employee Health Management

Health and Productivity Management Initiatives

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

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

In fiscal 2022, we will strengthen health support measures, focusing on the four main axes of (1) measures to prevent infectious diseases, (2) measures to prevent mental health difficulties, (3) measures to encourage people to stop smoking, and (4) supporting women's health management.

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

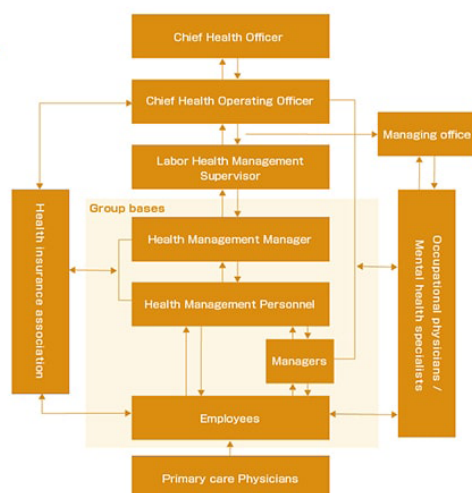
* Abbreviation of Mitsubishi Tanabe Pharma Corporation

MTPC Group Health Policy

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

Employee health management

Chief Health Officer Officer in charge of human resources
Chief Health Operating Officer Vice President, Head of human resources department
Labor Health Management Supervisor Divisions / Affiliated companies → Managers in the human resources department Aside from the above → Manager of the Human resources group, Human resources department
Health Management Manager In some cases, the manager of the department that controls health management or the Labor Health Management Supervisor in each bases' organization may serve concurrently as the Health Management Manager
Health Management Personnel Nursing staff or healthcare support staff at each base
Managing office Human resources department



Social Recognition

In fiscal 2021, we were certified by the Ministry of Economy, Trade and Industry's "Outstanding Enterprise in Health and Productivity Management – White 500" (large enterprise category) for the sixth consecutive year. The Group was rated top in its industry, and in fact in all industries, in the two categories of "Organizational Structure (penetration to employees)" and "Implementation of systems and measures (health guidance)." Additionally, all evaluation categories were above industry average, allowing us to achieve an overall ranking in the top 100-150 out of 2,869 companies.



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 2021, we will implement it throughout the domestic Group in fiscal 2022, focusing on prevention of excessive working hours and ensuring that people take paid leave.

Fiscal 2022 TM* Campaign - 2 TMs-

* MTPC's domestic Group, including management supervisors

In fiscal 2022, we will roll out each initiative with the final goal of reducing total annual working hours per person from those of fiscal 2021 by achieving the "2 TMs."

① Reduce overtime work (Time Management)

We seek to reduce the number of workers performing overtime work of more than 360 hours a year by 4% from the previous year by prohibiting, in principle, working and the sending of e-mails at night, early in the morning and on holidays, and by setting a fixed time and day once a week for every employee to leave work (Friday is recommended). In particular, we will follow up individually with those who put in long working hours and check overtime working conditions with labor and management at each base.

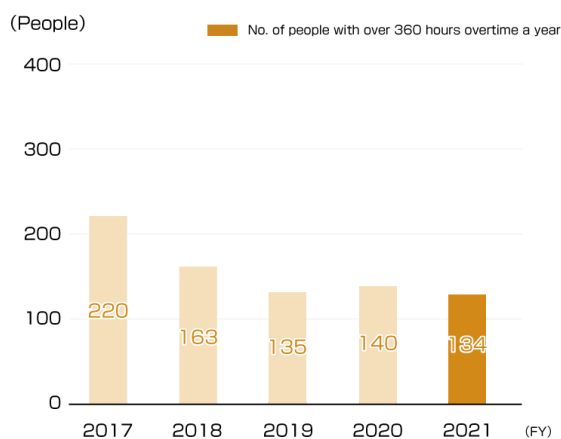
② Ensure proper rest (Time Making)

In order to promote the taking of paid time off of 70% (15 days) or more, we are encouraging managers to set an example and take the 15 days off themselves. The system will also establish annual paid time off taken simultaneously by all employees (two days a year), set aside a day 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. Further, in terms of maintaining employee health, we will rigorously comply with the work-shift intervals system and aim for fewer than 2% of those who have not secured intervals without exclusion criteria. At the same time, we will continue to educate employees about securing intervals at the time of exclusion criteria (meetings with those overseas, etc.)

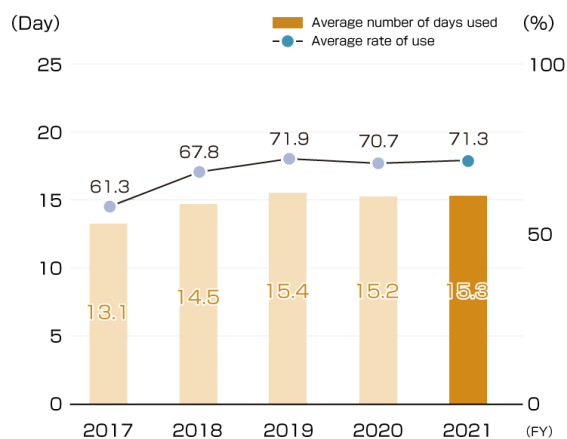
Fiscal 2021 TM Campaign results

Although the number of overtime workers with more than 360 hours a year (including supervisors) decreased 4.3% year-on-year, it did not reach our 2021 target of a 15% reduction. The rate of taking paid time off reached the target of 70% or more (71.3%). The telework implementation rate has drastically changed due to the impact of COVID-19, and the average annual implementation rate for the Group was 49.5%, which greatly exceeded our initial target of 30%, representing a success in meeting our goals that continues that of the previous fiscal year.

No. of people with over 360 hours overtime a year



Average usage rate of paid time off



Strengthening Measures to Address Mental Health

We are working to support the prevention and early discovery of mental health issues. For self-care initiatives, we conduct e-learning for all Group employees in Japan and promote an awareness of stress and how to cope with it. In the mental health training for new employees, we recommend that they try to gain some basic knowledge about stress and let them know about the counseling services available inside and outside the company so they can quickly take advantage of the services should they succumb to stress themselves. Line Care* conducts training with a focus on newly appointed managers and improving management's understanding. In addition, to create workplaces in which employees can work with enthusiasm, we are trying to understand the essential issues by verifying the stress analysis results by conducting multifaceted analyses of the stress check (taken by 96.7% of eligible employees in fiscal 2021) organizational analysis results against various survey results. In addition, these issues are fed back to the human resource departments in each division and to domestic affiliated companies, and by sharing our ideas with each other, we are able to strengthen the initiatives in each workplace.

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

Strengthening Measures to Prevent Lifestyle-Related Diseases

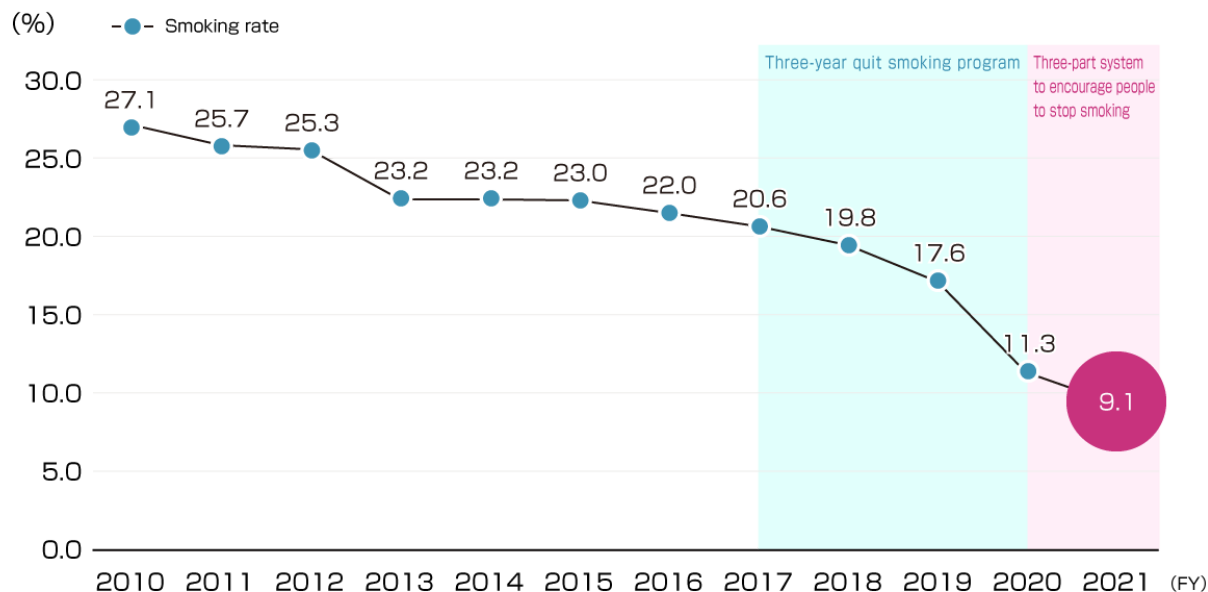
We have implemented a "Blood Pressure Management by Risk Group" program that conducts thorough post-check health management focusing on blood pressure that is intended to prevent cerebro-cardiovascular ailments during people's employment.

In cooperation with the health insurance association, we hold a walking campaign that utilizes wearable devices, and conduct online seminars and events to improve inadequate physical exercise caused by workstyle changes brought on by telework.

In addition, we call for an increase in the cancer screening rate and recommend using the comprehensive medical exam as a regular health check.

The Group has been promoting an internal ban on smoking since fiscal 2017 as a three-year quit smoking program, has imposed an internal ban on smoking during all working hours and on Company premises, and has also specified in the rules of employment an agreement about smoking during working hours. Since fiscal 2020, the Company has collaborated with the health insurance association and the labor union in a three-part system to encourage people to stop smoking, and has worked to reduce the smoking rate by sending messages promoting the smoking ban from the senior management of each organization, as well as developing financial incentives for non-smokers (including ex-smokers).

Smoking rate



Social recognition

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

Every year, in cooperation with the health insurance association, we have held a walking campaign that utilizes wearable devices, and encourages employees to maintain their health. Moreover, from fiscal 2020 we have held regular online exercise seminars to prevent exercise levels from dropping due to the COVID-19 pandemic.



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



Introduction of In-House Massage

We have opened a massage room at the headquarters as part of our health management initiative and employment of people with disabilities. Visually impaired employees who are government licensed Shiatsu massage professionals can perform treatment. This initiative has been very well received, with some employees saying that they feel invigorated after a massage, and are able to concentrate on their work. Others say that they think this is an excellent initiative as a company welfare program.



Massage room treatment

Employee Survey

Since fiscal 2011, the Mitsubishi Tanabe Pharma Group has implemented employee surveys at domestic Group companies to provide a comprehensive understanding of employee attitudes toward their jobs and of the Company's workplace environments in order to improve management initiatives. From fiscal 2019 we established "sustainable engagement" as an indicator for understanding employees' feelings and are expanding its scope to overseas Group companies. As a result of efforts in fiscal 2021, we have on the whole maintained a good work environment and employee vitality, indicating high "sustainable engagement." Based on some of the issues that have been found to increase engagement, we are promoting dialog between management and employees, as well as initiatives at each division. We plan to conduct the next survey in fiscal 2022.

Strengthening Measures to Prevent Infectious Diseases

As measures to prevent the spread of COVID-19, we have established a BCP for pandemics in relevant departments, restricted office attendance rates, distributed masks, installed partitions, provided thermometers, and improved teleworking environments. In fiscal 2021, we began offering workplace vaccinations in areas where we have large business facilities, as a way of promoting vaccination. As for COVID-19 prevention measures, we have been conducting e-learning on infection for all employees since fiscal 2020 so that employees can gain proper knowledge about infectious disease prevention, and work with a sense of security and confidence. This initiative had a 97.4% participation rate in fiscal 2020, and 96.7% in fiscal 2021. This e-learning awareness program is intended to facilitate thorough enforcement of our in-house rules for dealing with COVID-19 infection. We are also cooperating with the government to take additional measures against rubella and encourage those who have received coupons to get tested in the hope of improving the take-up rate of antibody tests.



Installation of individual booths



Acrylic sheets placed on desks to control communicable disease



Promotion of CSR Procurement

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

Action Principles

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

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

Procurement Policy

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

Selecting and Reevaluating Suppliers


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

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

Evaluation Points

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

Establishing a Sustainable Supply Chain

To build and strengthen a sustainable supply chain, we are sharing Mitsubishi Chemical Group Corporation (MCG) "[Developing Cooperative Business Practices with Suppliers and Business Partners \(Guidebook\)](#) [PDF: 452KB] 

" with our business partners. Also, in line with the purpose of this guidebook, we have conducted a survey to check the status of CSR initiatives such as ensuring environmental conservation, respect for human rights, and occupational safety and health. In fiscal 2019, 50 companies responded. The total value of transactions with these 50 companies accounts for 99% of our total direct material purchases. We are encouraging improvement by feeding back the aggregate results of responses to each question to our business partners and confirming their relative CSR level.

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

[Click here for information on maintaining the supply chain under COVID-19](#)

Announcement of the “Declaration of Partnership Building”

In October 2021, the Company endorsed the goals of the Council on Promoting Partnership Building for Cultivating the Future that are promoted by the Cabinet Office and the Small and Medium Enterprise Agency, and published our “Declaration of Partnership Building.” The Declaration of Partnership Building states that a company will promote cooperation and coexistence with supply chain partners and value-creating businesses, thus building new partnerships and is made in the name of a company representative.

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

Training on Laws and Regulations

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

Applicable main laws and regulations

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

Consideration for Human Rights

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



Corporate Citizenship Policy

Corporate Citizenship Policy

Mitsubishi Tanabe Pharma Group, the pharma business unit of the Mitsubishi Chemical Group (the MCG 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 the Local Community

Contributions to Medical Care and Welfare

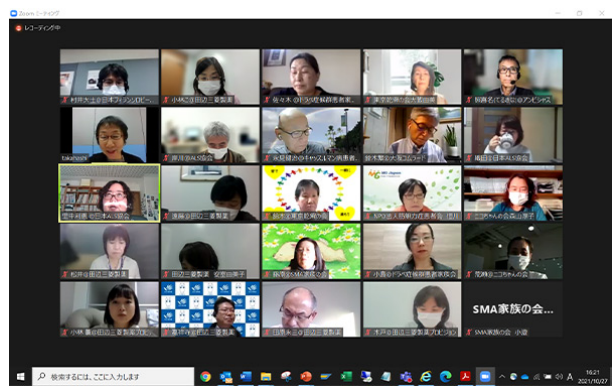
As the pharma business unit of the Mitsubishi Chemical Group (MCG Group), in addition to our business activities, we are engaged in a wide range of medical and welfare-related initiatives that seek to achieve a vigorous life for patients, their families, and others.

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 2021, we provided aid to 13 of these organizations.

A meeting held online on October 27, 2021 to report on the fiscal 2020 activities of organizations receiving assistance under the Mitsubishi Tanabe Pharma Tenohira Partner Program (11 organizations) featured project reports from each organization, as well as group talks themed on the challenges presented by operating these organizations and projects, and the measures taken to address them. The daily lives of patients and their families are irreplaceable and should not simply be spent fighting disease. The Tenohira Partner Program strives to support people fighting disease, to assist them in finding more joy and satisfaction in their lives, and to help them realize their dreams and hopes for the future. On that basis, we will continue to offer support. In fiscal 2022, we will provide aid to 16 organizations that support people fighting diseases.



Meeting to report on support operations (held online)

For details about grant recipients and other information, please see the page ["Mitsubishi Tanabe Pharma Tenohira Partner Program"](#) ([Japanese language only](#)).

Click here for [information on business continuity support during the COVID-19 pandemic for intractable disease patient organizations and support groups](#)

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

Patients with IBD must live for the rest of the lives with an illness that will cause them to routinely experience digestive system difficulties such as abdominal pain and diarrhea that may improve or worsen with treatment, and which may require long-term hospitalization for surgery, and it is said that many experience difficulty in balancing work with their illness. Since fiscal 2021, we worked with GoodTe Inc., to hold online job-seeking seminars for IBD patients. At these seminars, patients gain hints on how to work with IBD through panel discussions with others with experience doing so, and through interaction with other IBD patients. In fiscal 2021, these seminars were held three times, with a different theme on each occasion. We hope that these seminars help to address the worries and concerns that IBD patients have with regard to work, and we plan to hold them in fiscal 2022 as well.

Achievements in fiscal 2021

June 2021 "Tips for working with IBD — Office workers"

October 2021 "Tips for working with IBD — Job seekers and new employees"

January 2022 "Tips for working with IBD — Communication"

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

Health support websites:

> "Shittoku Café" Crohn's disease website <https://www.remicare.jp/cd/> (Japanese language only) 

> "Shittoku Café" Ulcerative colitis website <https://www.remicare.jp/uc/> (Japanese language only) 

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

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

Sponsorship and participation in charity and walking events


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

In fiscal 2021, we co-sponsored and participated in 14 fundraising events. These events raise awareness and recognition of ALS and serve to bring ALS patients together to fight against the disease. They also offer opportunities for patients, families, and caregivers to learn about ALS. Through these sponsorships, we support regional and national programs and services such as fundraising events for ALS research, patient education, transportation to and from hospital, respite care*, and support activities at the state and national level.

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

Establishment of the Target ALS Rebecca Luker Courage Award

In July 2021, MTPA and Target ALS (an ALS patient advocacy group) established the Target ALS Rebecca Luker Courage Award. This award honors the contributions of an individual making a difference in the fight against ALS while demonstrating a courageous spirit. It was named for Broadway legend Rebecca Luker, who passed away due to ALS in December of 2020.

The first recipients of the Target ALS Rebecca Luker Courage Award were announced at the Target ALS annual meeting in May 2022. (<https://www.targetals.org/rebecca-luker-courage-award-winners/>) 

Rebecca Luker: A renowned Broadway musical theater star for more than 30 years, died from complications with ALS at the age of 59 in December 2020. Luker, known by friends and fans as "Becca," performed in nine Broadway shows and numerous off-Broadway productions, as well as shows across the country. Known for her clear, crystalline soprano voice, she recorded several albums. Diagnosed less than a year before she died, Luker showed incredible courage as an advocate for ALS clinical trials and treatments while also performing concerts and recording her final album.



Support for educational activities

MTPA supports 32 educational activities and ongoing efforts that provide educational tools to patients with ALS 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. Through this support, we are raising awareness of the diseases to patients and caregivers and creating an environment that alleviates the burden on the lives of patients and their families. In fiscal 2021 we held education symposiums, mental health support, caregiver programs, and meetings of patient organizations, as well as disease education support for young professional groups.

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

In June 2021 Mitsubishi Tanabe Pharma Korea (MTPK) sponsored and took part in the "Route Challenge" walking event, in which ALS patients, their families, and volunteers walked together to support patients and raise awareness of Lou Gehrig's disease. The Route Challenge is a charity event in which cooperating businesses offer donations reflecting the number of steps participants walk. Approximately 48,000 people participated over the course of a month, with around 50 MTPK employees taking part. We hope that our participation will give us the opportunity to gain an understanding of the difficulties that patients fighting Lou Gehrig's disease face, while at the same time deepening awareness and understanding of the disease in patients and their families.

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



We participated together with ALS patients



People on the walk

Activities in Support of Children Fighting Illnesses

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

Supporting Children’s Hospices

Children’s Hospices are facilities that provide children faced with life-threatening illnesses, along with their families, opportunities to learn and play, offering them the close relationship of a friend.

To date the Company has supported the Osaka-based TSURUMI Children’s Hospice and the Yokohama Children’s Hospice through volunteer work and participation in charity events.

On April 29, 2022, the authorized NPO Yokohama Children’s Hospice Project held the 2nd Children’s Hospice Festival, with five employees from the Company participating as volunteer staff.



The talk show



Attendees at the venue enjoying the talk show and music festival



The venue in its entirety

Donation of “Yokohama Children’s Hospice—UMI TO SORA NO OUCHI (a home of sea and sky)” symbol tree

Yokohama Children’s Hospice, an authorized NPO, opened “Yokohama Children’s Hospice—UMI TO SORA NO OUCHI (a home of sea and sky)” on November 21, 2021. The windows of the facility offer views of the peaceful sea and broad sky, and there is a park across the street. The hospice is equipped with playground equipment and furniture to relax on, and is intended to be like a home away from home for sick children and their families.

To mark the opening of the hospice, we donated a symbolic Yamamomo (Myrica Rubra) tree. The Yamamomo may grow up to 15 meters high. We hope that it will watch over the Home of Sea and Sky as it grows.



The tree-planting ceremony held on December 10



The Yamamomo symbol tree

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

In June, 2021, 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 49 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 and General Manager Osu from the General Affairs Department offered their thanks for our ongoing donations of such large amounts of medication. The recent drop in the number of COVID-19 infections has brought an increase in the number of visitors to the park. They commented that since many children injure themselves while playing vigorously outside, the donations are very helpful.

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



Donation of OTC medicines



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

Blood Donation

According to the Japanese Red Cross, about 3,000 patients in Japan receive blood transfusions each day. Because the blood that is used cannot be artificially produced or stored for long periods of time, in order to secure the blood that is needed for transfusions, there is said to be a need for approximately 13,000 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.

Amidst a tremendous shortage of blood due to the impact of COVID-19, the Group conducted a blood donation drive at its headquarters and other offices with the hope of providing whatever help it can. Participants wore masks and used disinfectant and strengthened its measures, such as adjusting the waiting time so that it would not become crowded inside the blood donation vehicle.



Blood donated while strictly following COVID-19 prevention measures (headquarters)

Contributing to Developing Countries

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

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

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

TABLE FOR TWO (TFT)

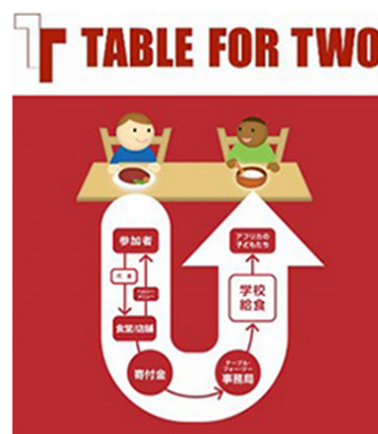
TFT is a social contribution activity that originated in Japan. It is aimed at simultaneously resolving the problems of hunger in developing countries and the problems of obesity and lifestyle-related diseases in industrially developed countries. At the employee cafeterias, when employees eat low-calorie 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 2021, 163,202 yen was donated, and the cumulative total donated since the start of the activity reached 1,300,000 yen.

Furthermore, in fiscal 2021, we participated as a cooperating business in "Onigiri Action," which was held by on October 16 to commemorate World Food Day, which was established by the United Nations. Onigiri Action is an initiative in which people post pictures of onigiri rice balls, a typical Japanese food, to social media or specially designated websites. Funds contributed by cooperating businesses (including our company) are used to donate five school lunches (costing 100 yen) to children in Africa and Asia for each picture posted. Many of our employees also posted photographs.

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://www.tablefor2.org/>



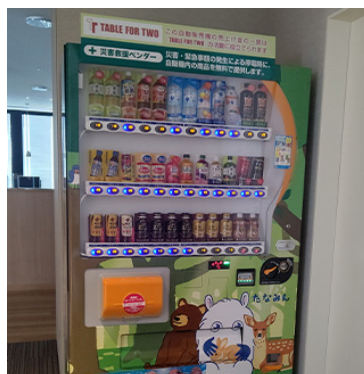
TFT framework

FY2021 meals contributed through participation in the TABLE FOR TWO program (Converted at 20 yen per meal)

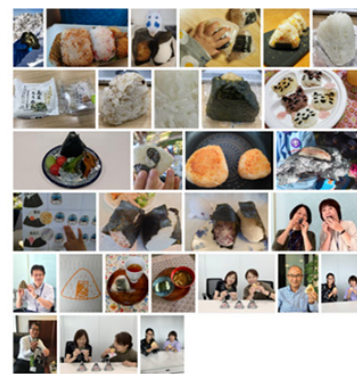
Contributions from the TFT menu	Contributions from TFT vending machines	Total
50,000yen (2,500meals)	113,202yen (5,660 meals)	163,202yen (8,160meals)



Healthy TFT menu



TFT vending machines



Photos submitted by employees for Onigiri Action

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 2021, a total of 692,660 yen, equivalent to polio vaccines for 34,633 children, was raised from employee donations and matching gifts from the Company. Since the start of these activities, total donations were about 2.3 million yen, equivalent to about 117,000 polio vaccines.

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



Participation in vaccine support activities

Fiscal 2021 contributions resulting from participation in vaccine support activities for children in developing countries

FY2020	Amount of contributions	Polio vaccine (estimate)
Employees	346,330 yen	17,316.5 doses
Company matching	346,330 yen	17,316.5 doses
Total	692,660 yen	34,633 doses



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 2021, the foundation provided 110 grants worth a total amount of 143 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 2021, the foundation provided 160 grants worth a total amount of 82.7 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).

Mitsubishi Tanabe Pharma Medical Educational Subsidy

The Company subsidizes medical training that is independently planned and operated by medical societies and associations, in order to help improve the quality of medical care offered in Japan through better literacy in patients and healthcare professionals, and in 2021 established the Mitsubishi Tanabe Pharma Medical Educational Subsidy. In fiscal 2021, we offered 10 million yen in subsidies in total to four projects for educational activities themed on initiatives that will help to stop Chronic Kidney Disease (CKD) from becoming serious. 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).



Society > Together with the Local Community

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 2021 greening and beautification activities

Worksite	Program name
Headquarters	<ul style="list-style-type: none"> Cleanup of Office Surroundings
Kashima Office	<ul style="list-style-type: none"> Cleanup of 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 clean-up operation (office surroundings)
Yoshitomi Office	<ul style="list-style-type: none"> Marine Day seashore cleaning (sponsored by Yoshitomi Town) Clean Operation (office surroundings)
Taiwan Tanabe Seiyaku	<ul style="list-style-type: none"> Greening and beautification activities around the plant
Mitsubishi Tanabe Pharma Korea	<ul style="list-style-type: none"> Cleaning activities at the plant and surrounding area on Environment Day

Click [here](#) for biodiversity conservation initiatives



Marine Day seashore cleaning (Yoshitomi Office)



Seto Inland Sea clean-up operation (Onoda Office)



Hama-Road Supporter flower seedling planting (Yokohama Office)



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

Bottle Cap Collection

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





Society > Together with the Local Community

Promotion of Local Communities

The Group values its connections with people in the communities where it does business. As a member of 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, such as 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 seven years since its opening, about 34,000 people have visited the museum.

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

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



Mitsubishi Tanabe Pharma Historical Museum

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

Certified by “This is MECENAT 2022,” the Certification System of the Association for Corporate Support of the Arts.

In July 2022, the operation of this museum was certified under the “This is MECENAT 2022” 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 third 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
2022**

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, a Doshomachi organization mainly established by pharmaceutical companies. The Company has contributed to the festival as a core member of YAKUSOKO for many years.

Sponsored “Doshomachi Tanamin Theater”

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

In fiscal 2021, taking into account the need to prevent the spread of COVID-19, the theater has continued with its switch to on-demand streaming over the Internet. As a new trial, we went out into the streets and launched the “Kamigata Rakugo and Osaka Walking” series, which introduces the connection between rakugo stories and the history of Osaka, showcasing Doshomachi, which grew as a “medicine town,” and Osaka, a city that has prospered through water, to bring the attraction of Osaka to the fore for everyone in the country to enjoy. (Doshomachi Tanamin 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

Held Yoshitomi Fireworks Display

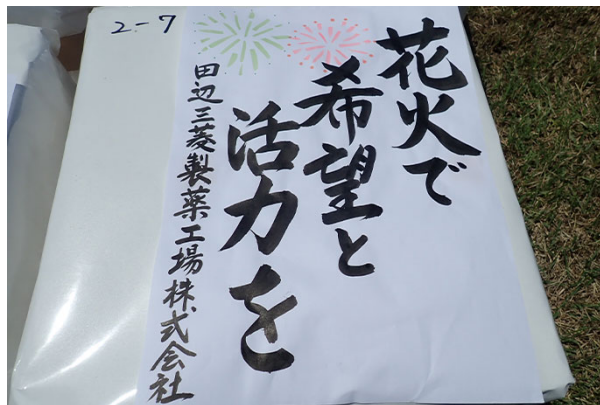
The Yoshitomi Office (Fukuoka Prefecture) hosts the Yoshitomi Summer Festival on the grounds of the office every year, but as with fiscal 2020 the festival was canceled in 2021 due to COVID-19.

Hoping to give the people of Yoshitomi Town a chance to cheer them up, we launched fireworks from two locations, the grounds of the Yoshitomi Office and the nearby riverbed, in cooperation with Yoshitomi Town. The office employees were allowed access to the employee parking lot and viewed the fireworks from inside their cars while town residents watched from their homes.

In fiscal 2022, we are moving forward with preparations to hold the summer festival, with measures to prevent the spread of infection in place in accordance with Fukuoka Prefecture regulations on holding events, aiming to contribute to the vitality of the region.



Stunning fireworks exploding in the night sky



Writing messages on the boxes used for letting off the fireworks

Collaborating with Regional Organizations

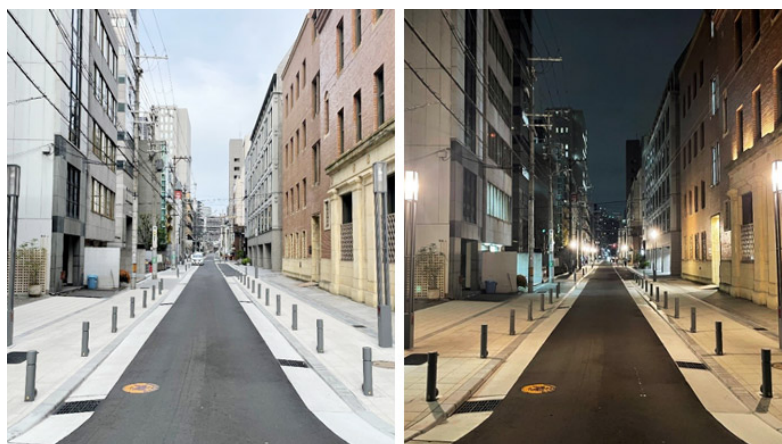
Doshomachi Development Association

In September 2015, a [Doshomachi development association](#) □ (Japanese language only) 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 the end of fiscal 2023 we plan to complete removal of the utility poles along with moving power lines underground.

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



Road Maintenance from the Doshomachi Street Revitalization Project

Other Initiatives

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

The website focuses on offering information on Doshomachi, including a listing of historical buildings. 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 Pharm also takes part in "Living Architecture Museum Festival Osaka (Ikefes Osaka)," which is held every fall.

4th KJPA Volunteer Event – Kimchi-Making Volunteers (South Korea)

In November 2021, five employees of Mitsubishi Tanabe Pharma Korea participated in “Kimchi-making volunteers” sponsored by the Korea Japanese Pharmaceutical Association (KJPA). In this volunteer activity, Japanese expats and their families experience Korea’s traditional kimchi-making culture and provide the kimchi they make (3,000 kg) to 300 households with elderly and socially vulnerable people in the area. Kimchi-making was a good opportunity for Japanese expats and their families to understand Korea’s traditional culture and deepen exchanges with local people.



Kimchi-making was fun.



Society > Together with the Local Community

Activities Addressing Social Needs

Developing the Next Generation

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

Visiting Lectures at Schools

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

Student feedback

- This is a career that I'm interested in pursuing, so your talk on university and research was very helpful.
- I was surprised to hear that it takes from 9 to 16 years to create a drug. It made me think that drugs really are the crystallization of all the efforts of the researchers.
- Listening to the talk on pharmaceuticals made me interested in pharmacy.



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. After taking measures against infection, we accepted 13 schools in fiscal 2021, including for online lectures.

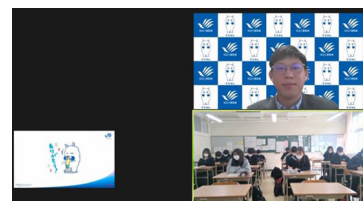
Comment from a school teacher

I'd like to offer my thanks for the talks, which were perfectly suited to the needs of a variety of students. The students were extremely satisfied, and the time was very well spent. I also learned a lot from this visit, as I am teaching the pharmaceutical field in my health class.



Student feedback

- I was able to learn about what kind of medicine pharmaceutical companies make, and the roles that they should play.
- This made me rethink my own future and the way I plan to live.
- I was impressed by what the person said about how pharmaceutical companies being able to save people around the world if they are able to conduct research.



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

Disaster Reconstruction Aid

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

Sales to Support Reconstruction of Disaster-Stricken Areas

Each year, each business office holds product sales events to get to know and provide support to disaster-stricken areas by selling the regional specialties of these areas. In fiscal 2021, with the sales event canceled due to the corona virus pandemic, we opened a site selling these specialties on our corporate intranet as a way of allowing our employees to purchase them and thus support the afflicted areas.



Site selling the regional specialties

Never Forget 3/11 Project - Wind from Tohoku for the Future

2021 marked the 10th anniversary of the Great East Japan Earthquake, and this year we launched a project named “Never Forget 3/11 Project - Wind from Tohoku for the Future,” which was conceived by employees at our Tohoku Office. With help from Tonarino, an incorporated association, we planned and implemented activities for our Group employees to keep the memories of the disaster area from fading and to raise awareness of the risks of natural disasters, as well as aimed to support people living there and local industries in the affected areas.

This plan, which was themed around not forgetting, offered an opportunity to relook at disasters of the time, now, and in future.

1. Virtual tour of four prefectures in Tohoku (Aomori, Iwate, Fukushima, and Miyagi)
The virtual tour was offered live and on demand, in the following format.
 - (1) Introduction of folklore museums and earthquake remains in the affected areas
 - (2) Experiences of disaster victims (local students, etc.)
 - (3) Introduction of local products by growers
2. Support by purchasing specialties of the affected areas
We offered support to local industries by mediating and selling specialties from stores in the affected regions.
3. Lectures on prevention
We learned about risk management through attending lectures given by specialists who are researching disasters.



Miyagi Great East Japan Earthquake Tsunami Heritage Hall



Introduction of local products by those who make them (Roadside Station Namie, Fukushima Prefecture)



With Tonarino staff, who offered us assistance (at an apple orchard in Rikuzentakata City in Iwate Prefecture)



We intend to continue to offer this service online.

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 Sixth 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 six consecutive years since 2017.



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

The PRIDE INDEX, established by “work with Pride,” a private organization, is Japan’s first index that evaluates the initiatives of companies and organizations related to sexual minorities such as LGBTs. MTPC was awarded the GOLD Prize in the PRIDE INDEX 2021.



Recognized as a “2021 Cancer Control Promotion Excellent Company”

We were selected for the second consecutive year under the Action Plan for the Promotion of Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, for recognition and commendation as a “2020 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

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



Awarded 3.5 Stars in Both the Nikkei Smart Work Management Survey and Nikkei SDGs Management Survey 2021

Mitsubishi Tanabe Pharma received 3.5 stars in both the fifth Nikkei Smart Management Survey and the third Nikkei SDGs Management Survey.

Nikkei Inc., has conducted the Nikkei Smart Work Management Survey on listed and leading unlisted companies throughout Japan since 2017, defining "smart management" as initiatives to maximize organizational performance using three elements: achievement of diverse and flexible work styles, a framework for creating new business, and the capability to develop markets, and evaluating more than fifty businesses with a deviation value 50 or more on a five-star scale.

The Nikkei SDGs Management Survey has also been conducted by Nikkei Inc. since 2019, and targets listed companies and leading unlisted companies nationwide. In the four areas of corporate “SDGs strategy & economic value,” “Social value,” “Environmental value,” and “Governance,” efforts that lead to contributions through business and improvement of corporate value are defined as “SDGs management.” As with the Smart Work Management Survey, companies are rated on five-star scale.



Product and Technology Evaluations

Received the 21st Nakai Prize from the Japan Society of Pharmaceutical Machinery and Engineering

In October 2021, together with Mitsubishi Chemical Engineering Corporation, we received the 21st Nakai Prize from the Japan Society of Pharmaceutical Machinery and Engineering, in recognition of our efforts to construct a continuous production system for fixed formulations. The Nakai Prize from the Japan Society of Pharmaceutical Machinery and Engineering is awarded by the Society of Pharmaceutical Machinery and Engineering in the name of Yoshinobu Nakai, its first president, and honors groups or individuals who make broad contributions to progress and development in pharmaceutical machinery. This award is presented annually to one case.

Received the 5th Japan Medical R&D Grand Prize / Minister of State Award for Health and Medical Care Strategies

In December 2021, we received the 5th Japan Medical R&D Grand Prize / Minister of State Award for Health and Medical Care Strategies for our development of fingolimod hydrochloride for the treatment of multiple sclerosis.

The Japan Medical Research and Development Awards have been awarded since 2017 to honor cases where significant contributions have been made to research and development in the medical domain. They are intended to deepen public interest and understanding, and to provide greater incentives for researchers. Of these, the Minister of State Award for Health and Medical Care Strategies is presented annually to one case in recognition of a particularly outstanding achievement.

Received “Business Personality of the Year 2022”

In May 2022, Medicago, Inc., consolidated subsidiary of Mitsubishi Tanabe Pharma, received the “Business Personality of the Year 2022” award from the Quebec-Japan Business Forum.

Business Personality of the Year is awarded to businesses that contribute to the development of industry in Japan and Canada, and in this case was made in commendation of Medicago’s scientific efforts to combat the COVID-19 pandemic through the development of a COVID-19 vaccine.

Received the Hit Product Award at the 34th “Hit Product Award/Topic Product Award (Pharmaceuticals/Designated Quasi-drug Category)”

In February 2022, the over-the-counter drug “Talion AR” received the Hit Product Award at the 34th Hit Product Award/Topic Product Award in the Pharmaceuticals/Designated Quasi-drug Category (sponsored by Drugmagazine Co., Ltd. and Yachiyokai).

Talion AR contains the same amount of bepotastine besilate as ethical drugs (20 mg/day) and is absorbed in the body rapidly, so that it is able to quickly and effectively treat the three main symptoms of allergic rhinitis (sneezing, runny nose, and nasal congestion). The impressive television commercials for Talion AR have also caught people’s attention, with the high expectations of people in the industry leading to this award.

Data

Management

Item	Data		
	FY2021	FY2020	FY2019
Respect for Human Rights >			
Basic Stance on Human Rights			
Initiatives to raise human rights awareness			
↳ Number of entries in diversity & human rights slogan contest	568	541	521
↳ Human Rights Awareness Promotion Committee			
↳ Number of headquarters committee members	—	12	11
↳ By department / region	—	17	18
Compliance >			
Compliance Promotion Structure			
Number of responsible persons for compliance / persons in charge of compliance	165	157	143
Number of meetings of responsible persons for compliance / persons in charge of compliance	Semiannually	Semiannually	Semiannually
Compliance Training			
List of training sessions			
↳ Groupwide sessions			
↳ Times held	Once a year	Once a year	Once a year
↳ Number of participants	4,590	4,676	5,003
↳ Divisional sessions			
↳ Times held	Once a year	Once a year	Once a year
↳ Number of participants	4,667	4,735	4,889
↳ Top management seminars			
↳ Times held	Once a year	Once a year	Once a year
↳ Number of participants	15	13	15
↳ New employee training			
↳ Times held	Twice a year	Twice a year	Twice a year
↳ Number of participants	April: 25 August: 11 (MRs only)	April: 16 August: 3 (MRs only)	April: 29 August: 15 (MRs only)
↳ Compliance and risk management check			
↳ Times held	Twice a year	Twice a year	Twice a year
↳ Number of participants	July: 4,586 February: 4,492	July: 4,735 February: 4,664	July: 5,049 February: 4,876

Hotlines

Number of hotline consultations

↳ Workplace environment	14	13	17
↳ Working condition / human resources	4	3	4
↳ Embezzlement / misappropriation	0	0	1
↳ Laws, regulations, rules	14	3	10
↳ Other	6	3	5
↳ Total	38	22	37

Risk Management >

Risk Management Associated with Business Activities

Number of meetings of Risk Management Committee	Once a year	Once a year	Twice a year
---	-------------	-------------	--------------



Environment

Item	Data		
	FY2021	FY2020	FY2019

Environmental Management >

ISO 14001 Certifications

Number of bases with ISO 14001 certification

↳ Domestic	2	2	2
↳ Overseas	3	3	3

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	18%	11%	0%
Greenhouse gas emissions (scope 3)	628.9 thousand t-CO ₂ eq	611.9 thousand t-CO ₂ eq	620.3 thousand t-CO ₂ eq

Fluorocarbons

↳ Amount of fluorocarbon destroyed (Domestic)	560kg	1,416kg	1,990kg
↳ Amount of leakage (Domestic)	68kg	67kg	22kg
↳ Amount of leakage (Domestic)	117 t-CO ₂ eq	117 t-CO ₂ eq	40 t-CO ₂ eq

Rate of reduction in amount of waste generated (vs. fiscal 2019, domestic)

	21%	8%	0%
--	-----	----	----

Rate of reduction in amount of final waste disposed (vs. fiscal 2019, domestic)

	0.8%	48.7%	0.0%
--	------	-------	------

Waste recycling rate (Domestic)

	54%	40%	55%
--	-----	-----	-----

Waste plastic emissions (Domestic)

	303 tons	268 tons	354 tons
--	----------	----------	----------

Waste plastic emission reduction rate (vs. previous fiscal year, domestic)

	-13%	24%	0%
--	------	-----	----

Waste plastic recycling rate (Domestic)

	52%	55%	50%
--	-----	-----	-----

Rate of reduction in amount of water withdrawal (vs. fiscal 2019, domestic)

	31%	13%	0%
--	-----	-----	----

COD emissions (vs fiscal 2019, domestic)

	35%	-9%	0%
--	-----	-----	----

Rate of reduction in chemical substance emissions (air and public waters)			
↳ PRTR substances (vs. previous fiscal year, domestic)	47%	-2%	57%
↳ PRTR substances (vs. fiscal 2019, domestic)	46%	-2%	0%
↳ VOCs (excluding PRTR substances) (vs. previous fiscal year, domestic)	24%	-7%	13%
↳ VOCs (excluding PRTR substances) (vs. fiscal 2019, domestic)	19%	-7%	0%
Number of bases for which environmental audits were conducted			
↳ Domestic	5	5	5
↳ Overseas	1	3	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	74,517 MWh	79,359 MWh	90,566 MWh
↳ Overseas	24,335 MWh	27,283 MWh	24,008 MWh
↳ Global	98,851 MWh	106,642 MWh	114,574 MWh
Electricity generated in-house using solar power			
↳ Domestic	129 MWh	163 MWh	170 MWh
Gases			
↳ Domestic	5,077 thousand Nm ³	5,681 thousand Nm ³	7,230 thousand Nm ³
↳ Overseas	1,887 thousand Nm ³	1,876 thousand Nm ³	1,720 thousand Nm ³
↳ Global	6,964 thousand Nm ³	7,558 thousand Nm ³	8,950 thousand Nm ³
Petroleum			
↳ Domestic	3,473 kL	3,632 kL	4,097 kL
↳ Overseas	76 kL	65 kL	57 kL
↳ Global	3,548 kL	3,697 kL	4,153 kL
Thermal equivalent			
↳ Domestic	1,085 thousand GJ	1,166 thousand GJ	1,361 thousand GJ
↳ Overseas	333 thousand GJ	359 thousand GJ	317 thousand GJ
↳ Global	1,418 thousand GJ	1,525 thousand GJ	1,678 thousand GJ
Water			
Supplied water / Industrial water			
↳ Domestic	3,464 thousand m ³	4,368 thousand m ³	5,157 thousand m ³
↳ Overseas	116 thousand m ³	103 thousand m ³	89 thousand m ³
↳ Global	3,580 thousand m ³	4,471 thousand m ³	5,246 thousand m ³
Fresh surface water (lakes, rivers, etc.)			
↳ Domestic	586 thousand m ³	750 thousand m ³	728 thousand m ³
↳ Overseas	0 thousand m ³	0 thousand m ³	0 thousand m ³
↳ Global	586 thousand m ³	750 thousand m ³	728 thousand m ³

Groundwater			
↳ Domestic	7 thousand m ³	13 thousand m ³	46 thousand m ³
↳ Overseas	7 thousand m ³	7 thousand m ³	12 thousand m ³
↳ Global	14 thousand m ³	20 thousand m ³	58 thousand m ³
Chemical Substances			
PRTR substances			
↳ Domestic	72 tons	91 tons	86 tons
↳ Overseas	0.8 tons	1.2 tons	0.9 tons
↳ Global	73 tons	92 tons	87 tons
VOCs (excluding PRTR substances)			
↳ Domestic	1,007 tons	886 tons	936 tons
↳ Overseas	35 tons	31 tons	20 tons
↳ Global	1,042 tons	917 tons	956 tons
Output			
Atmospheric Emissions			
Greenhouse gases			
↳ Domestic	56 thousand t-CO ₂ eq	60 thousand t-CO ₂ eq	71 thousand t-CO ₂ eq
↳ Overseas	16 thousand t-CO ₂ eq	17 thousand t-CO ₂ eq	15 thousand t-CO ₂ eq
↳ Global	71 thousand t-CO ₂ eq	77 thousand t-CO ₂ eq	87 thousand t-CO ₂ eq
NOx			
↳ Domestic	6.1 tons	7.0 tons	7.4 tons
↳ Overseas	1.6 tons	1.1 tons	1.5 tons
↳ Global	7.6 tons	8.1 tons	8.9 tons
SOx			
↳ Domestic	1.9 tons	2.3 tons	3.0 tons
↳ Overseas	1.1 tons	0.6 tons	0.3 tons
↳ Global	2.9 tons	2.9 tons	3.3 tons
Particulate matter			
↳ Domestic	0.17 tons	0.14 tons	0.10 tons
↳ Overseas	0.02 tons	0.06 tons	0.03 tons
↳ Global	0.19 tons	0.20 tons	0.13 tons
PRTR substances			
↳ Domestic	0.8 tons	1.5 tons	1.2 tons
↳ Overseas	0.0 tons	0.0 tons	0.0 tons
↳ Global	0.8 tons	1.5 tons	1.2 tons
VOCs (excluding PRTR substances)			
↳ Domestic	21.0 tons	29.8 tons	27.5 tons
↳ Overseas	13.2 tons	10.7 tons	15.7 tons
↳ Global	34.2 tons	40.5 tons	43.2 tons
Wastewater			
Wastewater output			
↳ Domestic	3,937 thousand m ³	4,915 thousand m ³	5,555 thousand m ³
↳ Overseas	83 thousand m ³	83 thousand m ³	67 thousand m ³
↳ Global	4,020 thousand m ³	4,998 thousand m ³	5,622 thousand m ³

BOD pollution load			
↳ Domestic	4.2 tons	6.3 tons	8.6 tons
↳ Overseas	0.1 tons	0.1 tons	0.1 tons
↳ Global	4.2 tons	6.4 tons	8.6 tons
COD pollution load			
↳ Domestic	8.7 tons	14.6 tons	13.4 tons
↳ Overseas	0.2 tons	0.2 tons	0.2 tons
↳ Global	8.9 tons	14.8 tons	13.6 tons
Nitrogen			
↳ Domestic	3.4 tons	4.6 tons	5.9 tons
↳ Overseas	0.0 tons	0.0 tons	0.0 tons
↳ Global	3.5 tons	4.6 tons	5.9 tons
Phosphorus			
↳ Domestic	0.2 tons	0.4 tons	0.4 tons
↳ Overseas	0.0 tons	0.0 tons	0.0 tons
↳ Global	0.2 tons	0.4 tons	0.4 tons
PRTR substances			
↳ Domestic	0.1 tons	0.1 tons	0.4 tons
↳ Overseas	0.3 tons	0.2 tons	0.2 tons
↳ Global	0.4 tons	0.4 tons	0.6 tons
VOCs (excluding PRTR substances)			
↳ Domestic	11.2 tons	12.6 tons	12.3 tons
↳ Overseas	5.3 tons	6.6 tons	0.7 tons
↳ Global	16.4 tons	19.2 tons	12.9 tons
Waste			
Waste generated			
↳ Domestic	1,866 tons	2,184 tons	2,375 tons
↳ Overseas	946 tons	835 tons	818 tons
↳ Global	2,812 tons	3,019 tons	3,192 tons
Volume of waste recycled			
↳ Domestic	1,011 tons	876 tons	1,311 tons
↳ Overseas	183 tons	172 tons	152 tons
↳ Global	1,194 tons	1,048 tons	1,463 tons
Final disposal			
↳ Domestic	40 tons	20 tons	40 tons
↳ Overseas	523 tons	436 tons	361 tons
↳ Global	563 tons	456 tons	401 tons

Reduction of Greenhouse Gas Emissions

Scope 1 Greenhouse gas emissions

↳ From domestic base petroleum fuel use	8.8 thousand t-CO ₂ eq	9.3 thousand t-CO ₂ eq	10.4 thousand t-CO ₂ eq
↳ From domestic base gas fuel use	11.6 thousand t-CO ₂ eq	12.9 thousand t-CO ₂ eq	16.4 thousand t-CO ₂ eq
↳ From domestic base leakage of fluorocarbons	0.1 thousand t-CO ₂ eq	0.1 thousand t-CO ₂ eq	0.0 thousand t-CO ₂ eq
↳ From overseas base petroleum fuel use	0.2 thousand t-CO ₂ eq	0.2 thousand t-CO ₂ eq	0.2 thousand t-CO ₂ eq
↳ From overseas base gas fuel use	4.2 thousand t-CO ₂ eq	4.2 thousand t-CO ₂ eq	3.8 thousand t-CO ₂ eq
↳ Total global volume	24.9 thousand t-CO ₂ eq	26.7 thousand t-CO ₂ eq	30.9 thousand t-CO ₂ eq

Scope 2 Greenhouse gas emissions

↳ From domestic base purchases of electricity	35.2 thousand t-CO ₂ eq	37.8 thousand t-CO ₂ eq	44.5 thousand t-CO ₂ eq
↳ From overseas base purchases of electricity	11.3 thousand t-CO ₂ eq	12.2 thousand t-CO ₂ eq	11.3 thousand t-CO ₂ eq
↳ Total global volume	46.5 thousand t-CO ₂ eq	50.0 thousand t-CO ₂ eq	55.8 thousand t-CO ₂ eq

Scope 1+2 Greenhouse gas emissions

↳ Domestic	55.7 thousand t-CO ₂ eq	60.2 thousand t-CO ₂ eq	71.4 thousand t-CO ₂ eq
↳ Overseas	15.7 thousand t-CO ₂ eq	16.6 thousand t-CO ₂ eq	15.3 thousand t-CO ₂ eq
↳ Global	71.4 thousand t-CO ₂ eq	76.8 thousand t-CO ₂ eq	86.7 thousand t-CO ₂ eq

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

↳ Global	18%	11%	0%
----------	-----	-----	----

Unit value of greenhouse gas emissions (energy from bases, Company-owned vehicle fuel, and leaked fluorocarbons)

↳ Global	0.224 thousand t-CO ₂ eq /1 billion yen	0.245 thousand t-CO ₂ eq /1 billion yen	0.276 thousand t-CO ₂ eq /1 billion yen
----------	---	---	---

Scope 3 Greenhouse gas emissions

↳ Category 1 (Purchased goods and services)	588.9 thousand t-CO ₂ eq	571.9 thousand t-CO ₂ eq	540.6 thousand t-CO ₂ eq
↳ Category 2 (Capital goods)	22.2 thousand t-CO ₂ eq	20.2 thousand t-CO ₂ eq	57.3 thousand t-CO ₂ eq
↳ Category 3 (Fuel and energy related activities not included in Scope 1 or 2)	12.0 thousand t-CO ₂ eq	13.0 thousand t-CO ₂ eq	14.5 thousand t-CO ₂ eq
↳ Category 4 (Transport and delivery (upstream))	2.0 thousand t-CO ₂ eq	2.2 thousand t-CO ₂ eq	2.3 thousand t-CO ₂ eq
↳ Category 5 (Waste generated in operations)	1.6 thousand t-CO ₂ eq	2.1 thousand t-CO ₂ eq	2.1 thousand t-CO ₂ eq
↳ Category 6 (Business travel)	0.9 thousand t-CO ₂ eq	0.9 thousand t-CO ₂ eq	0.9 thousand t-CO ₂ eq
↳ Category 7 (Employee commuting)	1.0 thousand t-CO ₂ eq	1.3 thousand t-CO ₂ eq	2.1 thousand t-CO ₂ eq
↳ Category 12 (End-of-life treatment of sold products)	0.4 thousand t-CO ₂ eq	0.3 thousand t-CO ₂ eq	0.4 thousand t-CO ₂ eq
↳ Total global volume	628.9 thousand t-CO ₂ eq	611.9 thousand t-CO ₂ eq	620.3 thousand t-CO ₂ eq

Scope 1+2+3 Greenhouse gas emissions

↳ Total global volume	700.3 thousand t-CO ₂ eq	688.7 thousand t-CO ₂ eq	706.9 thousand t-CO ₂ eq
-----------------------	-------------------------------------	-------------------------------------	-------------------------------------

Reduction of Energy Consumption

Energy used (Global)

↳ Petroleum fuel	132 thousand GJ	138 thousand GJ	154 thousand GJ
↳ Gas fuel	320 thousand GJ	344 thousand GJ	407 thousand GJ
↳ Electricity	967 thousand GJ	1,043 thousand GJ	1,119 thousand GJ
↳ Total	1,418 thousand GJ	1,525 thousand GJ	1,680 thousand GJ

Initiatives to Reduce Emissions of Greenhouse Gas

Number of Company-owned vehicles (Domestic)

↳ Total number of Company-owned vehicles	1,629	1,741	1,709
↳ Hybrid vehicles	1,036	1,118	1,145
↳ Rate of Company-owned vehicles that are hybrid vehicles	64%	64%	67%

CO₂ emissions from the fuel of Company-owned vehicles (Domestic)

↳ CO ₂ emissions	3,576 t-CO ₂	3,131 t-CO ₂	4,165 t-CO ₂
↳ Rate of reduction in CO ₂ emissions (vs. previous fiscal year)	-14%	25%	12%

Amount of electricity from on-site solar power generation

↳ Kashima Office	128 MWh	161 MWh	167 MWh
↳ Tokyo Head Office	1 MWh	2 MWh	3 MWh

Fluorocarbons

↳ Amount of fluorocarbon destroyed (Domestic)	560kg	1,416kg	1,990kg
↳ Amount of leakage (Domestic)	68kg	67kg	22kg
↳ Amount of leakage (Domestic)	117 t-CO ₂ eq	117 t-CO ₂ eq	40 t-CO ₂ eq

Water Resource Initiatives >

Effective Use of Water Resources

Amount of water withdrawal (Global)

↳ Supplied water / Industrial water	3,580 thousand m ³	4,471 thousand m ³	5,246 thousand m ³
↳ Fresh surface water (lakes, rivers, etc.)	586 thousand m ³	750 thousand m ³	728 thousand m ³
↳ Groundwater	14 thousand m ³	20 thousand m ³	58 thousand m ³
↳ Total	4,180 thousand m ³	5,242 thousand m ³	6,031 thousand m ³
↳ Rate of reduction of water withdrawal (vs. fiscal 2019)	31%	13%	0%

Amount of wastewater (Global)

↳ Rivers	3,374 thousand m ³	4,204 thousand m ³	4,756 thousand m ³
↳ Ocean	477 thousand m ³	609 thousand m ³	599 thousand m ³
↳ Sewer system	169 thousand m ³	185 thousand m ³	264 thousand m ³
↳ Total	4,020 thousand m ³	4,998 thousand m ³	5,619 thousand m ³

Initiatives to Reduce Waste and Reuse Resources >

Reduction of Waste and Proper Management

Amount of waste generation (Domestic)

↳ Waste generation	1,866 tons	2,184 tons	2,375 tons
↳ Rate of reduction in amount of waste generated (vs. fiscal 2019)	21%	8%	0%
↳ Rate of reduction in amount of waste generated (vs. previous fiscal year)	15%	8%	0%

Amount of final waste disposed (Domestic)

↳ Amount of final disposal	39.5 tons	20.5 tons	39.9 tons
↳ Rate of reduction in amount of final waste disposed (vs. fiscal 2019)	0.8%	49%	0%
↳ Rate of reduction in amount of final waste disposed (vs. previous fiscal year)	-93%	49%	-16%
↳ Final waste disposal rate	2.1%	0.9%	1.7%

Amount of waste recycled (Domestic)			
↳ Amount recycled	1,011 tons	876 tons	1,311 tons
↳ Recycling rate	54%	40%	55%
Waste plastic emissions (Domestic)			
↳ Emissions	303 tons	268 tons	354 tons
↳ Rate of reduction in amount of emissions (vs. previous fiscal year)	-13%	24%	0%
Amount of waste plastic recycled (Domestic)			
↳ Amount recycled	157 tons	148 tons	177 tons
↳ Recycling rate	52%	55%	50%

Initiatives to prevent pollution >

Prevention of Air Pollution

Air pollutant emissions (Domestic)

↳ NOx	6.1 tons	7.0 tons	7.4 tons
↳ SOx	1.9 tons	2.3 tons	3.0 tons
↳ Particulate matter	0.2 tons	0.1 tons	0.1 tons

Prevention of Water Pollution

Environmental impact on public water bodies (Domestic)

↳ BOD	4.2 tons	6.3 tons	8.6 tons
↳ COD	8.7 tons	14.6 tons	13.4 tons
↳ Nitrogen	3.4 tons	4.6 tons	5.9 tons
↳ Phosphorus	0.2 tons	0.4 tons	0.4 tons

PRTR Substances and VOC

Emission of PRTR (Domestic)


↳ Amount of PRTR Class I designated chemical substances handled	72 tons	91 tons	86 tons
↳ Air emissions of PRTR Class I designated chemical substances	0.8 tons	1.5 tons	1.2 tons
↳ Public water emissions of PRTR Class I designated chemical substances	0.1 tons	0.1 tons	0.4 tons
↳ Total PRTR emission volume (air and public waters)	1 tons	2 tons	2 tons

Emission of VOC (excluding PRTR) (Domestic)

↳ Amount of VOCs (excluding PRTR regulated substances) handled	1,007 tons	886 tons	936 tons
↳ Air emissions of VOCs (excluding PRTR regulated substances)	21.0 tons	29.8 tons	27.5 tons
↳ Public water emissions of VOCs (excluding PRTR regulated substances)	11.2 tons	12.6 tons	12.3 tons
↳ Total VOC emissions excluding PRTR substances (air and public waters)	32.2 tons	42.4 tons	39.7 tons

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

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

[Implementation status report \(Japanese language only\) \[PDF: 340KB\]](#) 

Environmental Accounting

Environmental conservation costs

↳ Invested

↳ Pollution prevention	11 million yen	10 million yen	106 million yen
↳ Global environmental protection	0 million yen	0 million yen	2 million yen
↳ Recycling and reuse of resources	2 million yen	0 million yen	0 million yen
↳ Upstream and downstream activities	0 million yen	0 million yen	0 million yen
↳ Administrative activities	0 million yen	0 million yen	0 million yen
↳ Research and development	0 million yen	0 million yen	0 million yen
↳ Community activities	0 million yen	0 million yen	0 million yen
↳ Environmental damage compensation	0 million yen	0 million yen	0 million yen
↳ Total	13 million yen	10 million yen	108 million yen

↳ Expended

↳ Pollution prevention	280 million yen	272 million yen	293 million yen
↳ Global environmental protection	22 million yen	10 million yen	10 million yen
↳ Recycling and reuse of resources	127 million yen	137 million yen	153 million yen
↳ Upstream and downstream activities	3 million yen	5 million yen	0 million yen
↳ Administrative activities	156 million yen	176 million yen	162 million yen
↳ Research and development	0 million yen	0 million yen	0 million yen
↳ Community activities	0 million yen	0 million yen	0.5 million yen
↳ Environmental damage compensation	4 million yen	7 million yen	10 million yen
↳ Total	592 million yen	607 million yen	629 million yen

Environmental Conservation Effects

Global environmental protection

↳ Greenhouse gas emission reduction	157 t-CO ₂ eq	182 t-CO ₂ eq	367 t-CO ₂ eq
↳ Air conditioning equipment renewal (Yokohama Office)			
↳ Invested	16 million yen	—	—
↳ Quantity reduced (item reduced: Electricity)	157 t-CO ₂ eq	—	—
↳ Economic effect	1 million yen	—	—

Together with Patients and Healthcare Professionals

Item	Data		
	FY2021	FY2020	FY2019
Manufacturing and Supply Chain >			
Stable Supply of Pharmaceuticals			
Mitsubishi Tanabe Pharma Group's manufacturing plants			
↳ Domestic	2	2	2
↳ Overseas	4	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	Approx. 1,500	Approx. 1,500
Number of general and specialized medical representatives (MRs) (Overseas Group)	Approx. 500	Approx. 590	Approx. 580
Providing Information through Websites			
Number of health support site visitors	31.44 million	25.79 million	10.36 million
Providing Comprehensive Information through the Medical Information Center			
Number of inquiries to the Medical Information Center*	44,886	45,773	51,899
* 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		
	FY2021	FY2020	FY2019
Human Resources Development >			
Basic Human Resources Policy			
Number of employees (as of March 31)			
↳ Consolidated	6,697	6,728	6,987
↳ Non-consolidated	3,278	3,383	3,764
↳ Men	2,490	2,593	2,840
↳ Women	788	790	924

Number of new graduates hired *Entering company on April 1 of following year	23	20	14
↳ Men	11	8	7
↳ Women	12	12	7
Number of mid-career employees hired	46	40	19
↳ Men	36	31	13
↳ Women	10	9	6
Number of temporary employees *Group (Domestic)	98	150	132
Average age of employees	45.9	45.3	46.0
Average years of continuous service for employees	20.1	19.7	21.8
Employee turnover rate (voluntary turnover only) *Group (Domestic)	1.78%	2.00%	3.51%
Enhancing Personnel Training			
In-house group training average time per year (Domestic)	2.6	2.7	2.7
Promoting Diversity & Inclusion >			
Actively Utilizing Diverse Human Resources			
Number of employees by region			
↳ Japan	4,392	4,529	4,769
↳ North America	922	775	763
↳ EMEA (Europe, Middle East, Africa)	223	213	216
↳ Asia / Oceania	1,160	1,211	1,239
Percentage of female employees with subsection managers or higher or in management positions *As of April 1			
↳ Subsection managers or higher	17.9%	16.9%	16.5%
↳ Management positions	12.2%	11.9%	9.2%
Percentage of female employees	24.0%	23.4%	23.2%
Supporting Active Careers for People with Disabilities			
Employment rate of people with disabilities *Group (Domestic)	2.66%	2.59%	2.24%
Supporting Diverse Working Styles			
Utilization of leave and shorter workdays for childcare *Group (Domestic)			
↳ Childcare leave	242	196	166
↳ Men	131	113	125
↳ Women	111	83	41
↳ Shorter workdays for childcare	110	114	128
Utilization of leave and shorter workdays for nursing care *Group (Domestic)			
↳ Nursing-care leave	1	2	2
↳ Shorter workdays for nursing care	4	1	2
Building Sound Labor-Management Relations			
Percentage of employees with right to collective bargaining (as of March 31) *Group (Domestic)	72.4%	73.9%	73.5%

Occupational Health and Safety >

Occupational Health and Safety Initiatives

Lost time injury frequency rate (LTIFR) (Domestic)

↳ Mitsubishi Tanabe Pharma Group	0.11	0.12	0.45
↳ (Reference) Pharmaceutical industry average	1.03	1.02	1.06
↳ (Reference) Manufacturing industry average	1.31	1.21	1.20
↳ Contractor	0.00	0.00	0.00
Industrial accident severity rate*1	0.000900	0.007675	0.012028
Number of deaths due to industrial accidents	0	0	0

Employee Health Management

Overtime work (number of people with over 360 hours overtime a year) *Group (Domestic)	134	140	135
Rate of taking paid time off *Group (Domestic)			
↳ Average number of days used	15.3	15.2	15.4
↳ Average rate of use	71.3%	70.7%	71.9%
Telework implementation rate	49.5%	52.9%	—
Percentage receiving health examinations	99.9%	99.9%	99.3%
Percentage receiving stress checks	96.7%	97.6%	96.2%

Employee Survey

Frequency of conducting survey	Once a year	Not conducted	Once a year
↳ Number of responses	4,866	—	4,845
↳ Response rate	77.02%	—	96.60%

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

Together with the Local Community

Item	Data		
	FY2021	FY2020	FY2019

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	13	15	19
Amount of monetary support	8.24 million yen	10 million yen	10 million yen

Contributing to Developing Countries

TABLE FOR TWO (TFT)

↳ Number of meals contributed from the TFT menu	2,500 meals	2,246 meals	5,226 meals
↳ Number of meals contributed from TFT vending machines	5,660 meals	6,401 meals	9,775 meals
Participating in vaccine support activities			
↳ Amount of contributions *Matching donations from Company included from FY2017	692,660 yen	264,192 yen	187,222 yen
↳ Polio vaccine (estimate)	34,633 doses	13,210 doses	9,361 doses

Development of Science and Technology >

Support for Research Foundations

Grants of the SENSHIN Medical Research Foundation

Number of research grants	110	106	100
Amount of monetary support	143 million yen	137 million yen	133 million yen

Grants of the Japan Foundation for Applied Enzymology

Number of research grants	160	148	135
Amount of monetary support	82.7 million yen	74.3 million yen	73.8 million yen

Promotion of Local Communities >

Number of visitors to the historical museum *Including viewers of the "Virtual Tour" video in FY2020	546	841	6,152
---	-----	-----	-------

Number of visitors to the Yoshitomi Summer Festival	Not held	Not held	910
---	----------	----------	-----

Others

Amount of donations related to social contribution	784 million yen	918 million yen	1,063 million yen
--	-----------------	-----------------	-------------------

Number of people taking days off for volunteer activities	2	17	20
---	---	----	----

GRI Standard Comparative Table

General Disclosures

1. Organizational profile

	Disclosure	Page
GRI 102 : General Disclosures 2016	102-1	Name of the organization > Business Outline
	102-2	Activities, brands, products, and services > Business Outline
	102-3	Location of headquarters > Business Outline
	102-4	Location of operations > Network > Group Companies
	102-5	Ownership and legal form > About Us
	102-7	Scale of the organization > About Us
	102-8	Information on employees and other workers > Data (Together with Employees)
	102-11	Precautionary Principle or approach > Risk Management > Drug Safety / Quality Assurance > Environmental Management > Targets & Initiatives > Climate Change Initiatives > Water Resource Initiatives
	102-12	External initiatives > United Nations Global Compact > Targets & Initiatives (Participation in Initiatives and Industry Group Activities)
	102-13	Membership of associations Japan Business Federation (Keidanren), The Federation of Pharmaceutical Manufacturers' Association of JAPAN (F P M A J), The Japan Pharmaceutical Manufacturers Association (JPMA), etc.

2. Strategy

GRI 102 : General Disclosures 2016	102-14	Statement from senior decision-maker > About Us
	102-15	Key impacts, risks, and opportunities > Risk Management > Materiality

3. Ethics and integrity

GRI 102 : General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior > About Us (MISSION, VISION 30, Corporate Behavior Charter) > Code of Conduct
	102-17	Mechanisms for advice and concerns about ethics > Establishment of Internal System to Address Improper Use of Public Research Expenses and Improper Research (Japanese language only) > Compliance > Respect for Human Rights

4. Governance

GRI 102 : General Disclosures 2016	102-18	Governance structure	> About Us
	102-19	Delegating authority	> Environmental Management (Environment & Safety Management Promotion Structure)
			> Risk Management (Risk Management Structure)
	102-20	Executive-level responsibility for economic, environmental, and social topics	> About Us
	102-29	Identifying and managing economic, environmental, and social impacts	> Risk Management
			> Environmental Management
	102-30	Effectiveness of risk management processes	> Risk Management
> Environmental Management			
102-31	Review of economic, environmental, and social topics	> Risk Management	
102-33	Communicating critical concerns	> Risk Management	
		> Environmental Management	

5. Stakeholder engagement

GRI 102 : General Disclosures 2016	102-40	List of stakeholder groups	> Stakeholder Engagement
	102-41	Collective bargaining agreements	> Promoting Diversity & Inclusion (Building Sound Labor-Management Relations)
			> Data (Together with Employees)
	102-42	Identifying and selecting stakeholders	> Stakeholder Engagement
	102-43	Approach to stakeholder engagement	> Stakeholder Engagement
			> Targets & Initiatives (Participation in Initiatives and Industry Group Activities)
			> Together with the Local Community (Contributions to the Environment)
> Promotion of CSR Procurement			
102-44	Key topics and concerns raised	> Occupational Health and Safety (Employee Survey)	
		> Information Provision	

6. Reporting practice

GRI 102 : General Disclosures 2016	102-46	Defining report content and topic Boundaries	> Editorial Policies
	102-47	List of material topics	> Materiality
			> Targets & Initiatives
	102-50	Reporting period	> Editorial Policies
	102-51	Date of most recent report	> Editorial Policies
	102-52	Reporting cycle	> Editorial Policies
	102-53	Contact point for questions regarding the report	> Editorial Policies
102-55	GRI content index	This GRI Standard Comparative Table	

Material Topics

Management Approach

	Disclosure		Page
GRI 103 : Management Approach 2016	103-1	Explanation of the material topic and its Boundary	> Materiality
	103-2	The management approach and its components	> Materiality
	103-3	Evaluation of the management approach	> Management
			> Environment
			> Together with Patients and Healthcare Professionals
			> Together with Employees
		> Together with Business Partners	
		> Together with the Local Community	

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	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Water Resource Initiatives
	303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"> > Initiatives to Prevent Pollution (Water Pollution, Prevention of Soil and Groundwater)
	303-3	Water withdrawal	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Water Resource Initiatives
	303-5	Water consumption	<ul style="list-style-type: none"> > Water Resource Initiatives

Biodiversity

GRI 304 : Biodiversity 2016	304-3	Habitats protected or restored	<ul style="list-style-type: none"> > Biodiversity Initiatives
--	-------	--------------------------------	---

Emissions

GRI 305 : Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<ul style="list-style-type: none"> > 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	<ul style="list-style-type: none"> > Targets & Initiatives(Material balance) > Initiatives to Reduce Waste and Reuse Resources
	306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> > Targets & Initiatives(Material balance) > Initiatives to Reduce Waste and Reuse Resources
	306-3	Waste generated	<ul style="list-style-type: none"> > Targets & Initiatives(Material balance) > Initiatives to Reduce Waste and Reuse Resources
	306-5	Waste directed to disposal	<ul style="list-style-type: none"> > Targets & Initiatives(Material balance) > Initiatives to Reduce Waste and Reuse Resources

Environmental Compliance

GRI 307 : Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> > Environmental Management (Status of Environmental Accidents/ Violations of Environmental Laws and Regulations)
--	-------	--	---

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
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	> Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	> Data (Occupational Health and Safety)
	403-9	Work-related injuries	> Occupational Health and Safety
			> Data (Occupational Health and Safety)

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	> 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	> Manufacturing and Supply Chain
			> Drug Safety / Quality Assurance

Marketing and Labeling

GRI 417 : Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	> Information Provision
			> Manufacturing and Supply Chain
			> 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.