

Code of Conduct for Business Partners

Kissei Pharmaceutical Co., Ltd.

Code of Conduct for Business Partners

Kissei Pharmaceutical Co., Ltd. (“we,” “our,” “Kissei”) upholds a Corporate Philosophy of contributing to society through high-quality, well-evidenced pharmaceutical products and serving society through our people. To realize this philosophy, we have established the Kissei Code of Conduct as a code of behavior for all Kissei officers and employees. Adhering to laws, regulations, and ethical standards, we plan and implement business activities that will contribute to the sustainable growth of society and the resolution of related issues.

Kissei believes in the importance of comprehensive collaborative efforts with business partners that share similar philosophies and objectives, and that engage in responsible practices. Based on the Kissei Code of Conduct, this Code of Conduct sets out the practices that we ask the enterprises that provide raw materials, goods, and services to Kissei, as well as the many business partners involved in the provision of Kissei’s products, merchandise, and services, to adhere to.

We ask our business partners to confirm and understand the purpose and contents of this Code of Conduct and to agree to and cooperate with the Code. Through continuous efforts that lead to the enhancement of corporate value of our business partners, we hope that this Code of Conduct will become more practical and lead to the realization of our shared philosophy.

1 Ethics

Business partners conduct their business activities based on a sense of ethics and act in good faith.

1.1 Compliance with laws and regulations

Business partners comply with all applicable laws, ordinances, regulations, and standards.

1.2 Prevention of bribery and corruption

Business partners establish policies on preventing corruption, prohibit all forms of bribery, corruption, coercion, and embezzlement, work to prevent such acts, and establish appropriate systems to ensure compliance with applicable laws.

1.3 Fair competition

Business partners conduct their business activities in accordance with fair and vigorous competition and comply with all applicable competition laws (antitrust laws, etc.) They conduct fair business activities, including accurate and sincere advertising.

1.4 Ethical marketing

Business partners ensure that materials and activities for marketing and sales promotion adhere to high ethical and medical/scientific standards and comply with all applicable laws and regulations. If they are involved with healthcare professionals or patients, they comply with the relevant applicable industry codes of conduct.

1.5 Animal welfare

Business partners respect the lives of animals, and when conducting animal experiments, they use alternative methods that do not use animals, reduce the number of animals used, and handle

animals humanely to minimize pain and stress. They also use alternative means if such means are scientifically effective and permitted by the regulatory authorities.

1.6 Protection of intellectual property

Business partners do not become involved in the wrongful use of intellectual property or acts of violation of intellectual property rights.

1.7 Protection of confidential and personal information

Business partners comply with all applicable laws concerning privacy and data protection. They safeguard confidential and personal information, establish appropriate security measures, and use such information in accordance with the law.

1.8 Avoidance and management of conflicts of interest

Business partners implement appropriate measures to identify, avoid, and manage conflicts of interest. If a significant conflict of interest arises, or if there is a possibility of one to arise, business partners notify all affected parties.

1.9 Product protection and quality

Business partners ensure management and security systems for the protection of products, components, and raw materials from the risks of contamination with foreign matter, counterfeiting, or theft for the purpose of illegal resale.

1.10 Elimination of antisocial forces

Business partners prohibit and eliminate all relationships with antisocial forces and groups that present a threat to the order and safety of civic society.

2 Human Rights and Labor

Business partners respect human rights and treat all individuals with dignity and respect.

2.1 Prohibition of discrimination and rights violations

Business partners recognize that all people are equal under the law and do not tolerate any discrimination or violation of rights whatsoever based on gender, age, ethnicity, religion, beliefs, sexual orientation, disability, nationality, social status, family origin, or any other attribute.

2.2 Respect for the right to survival

Business partners recognize that all people have the right to a healthy and culturally minimum standard of living and strive to eliminate factors that impede this, such as disease, poverty, discrimination, rights violations, conflict, disasters, climate deterioration, and environmental pollution. They also do not engage in activities that would contribute to such factors.

2.3 Prohibition of forced labor and child labor

Business partners do not permit forced labor or child labor of any kind. They respect and support the right of all workers to work based on their own free will.

2.4 Right to freedom of association and collective bargaining

Business partners respect the right to freedom of association and the right to collective bargaining. They support the maintenance of an environment in which workers will not suffer any disadvantage when exercising their legal rights.

2.5 Improvement of working conditions and workplace environments

Business partners provide safe and healthy working environments according to laws and regulations and support proper working conditions. They also make ongoing efforts to improve the health and welfare of their employees.

2.6 Wages, allowances, and working hours

Business partners properly pay employees appropriate wages, overtime compensation, and statutory benefits, etc. in accordance with applicable wage laws and voluntarily agreed employment contracts. They communicate with employees when necessary regarding the standards for compensation paid to employees. They also discuss with employees the need for overtime work and wages to be paid. Working hours are to be consistent with applicable domestic and international standards.

2.7 Promotion of diversity and inclusion

Business partners respect the diversity of employees and promote an inclusive workplace culture. They strive to provide a workplace environment in which all employees enjoy equal opportunities and are able to demonstrate their abilities to the maximum.

2.8 Fair and equitable treatment

Business partners provide a workplace environment that is free from harassment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse, as well as harsh or inhumane treatment, and that ensures that employees are not at risk of such unlawful or improper treatment.

2.9 Relationship with local communities

Business partners cooperate with the local communities where they conduct their business activities, address social issues, and aim to contribute to the sustainable development of those communities. Through constructive dialogue with local communities, they strive to build relationships that will ensure mutual growth.

3 Health and Safety

Business partners provide a safe and healthy working environment. They work to extend application of their health and safety measures to include contractors and subcontractors working at their business partner's sites.

3.1 Safety of workplace environment

Business partners conduct thorough risk assessments and establish plans for emergencies to ensure the safety of the workplace environment. They provide safety information on hazardous substances included in pharmaceutical products and pharmaceutical raw materials (including pharmaceutical intermediates). They also conduct education and training and establish the proper environment to protect employees from hazards.

3.2 Protection of employees

Business partners protect employees from chemical, biological, and physical hazards, as well as from work that imposes significant physical burdens. They also conduct regular medical checkups and promote the management of mental health, in addition to the provision of appropriate equipment, facilities, and services.

3.3 Safety of business processes

Business partners identify risks arising from chemical and biological business processes and establish management systems to prevent or appropriately address leakages of chemical or biological substances that could cause significant harm.

3.4 Preparation for and response to emergencies

Business partners recognize and assess emergencies in the workplace and establish emergency response plans and procedures to minimize their impact and ensure the planned continuity of business operations.

4 Environment

Business partners conduct their business activities in an efficient manner that is considerate of the environment to minimize their adverse impact on the environment, including climate change. They preserve natural resources, reduce emissions of greenhouse gases, preserve biodiversity and clean water, avoid the use of harmful substances as much as possible, and strive for the reuse and recycling of resources.

4.1 Environmental permits and reporting

Business partners comply with all applicable environmental laws, regulations, codes, and other administrative regulations and permits. They address all necessary environment-related permits, approvals, and the registration of and restrictions on information, and comply with related operational and reporting requirements.

4.2 Management of waste and emissions

Business partners establish systems for the safe handling, transport, storage, disposal, recycling, and reuse of waste and for the management of atmospheric emissions and wastewater treatment. They manage, control, and treat appropriately prior to discharge into the environment all waste products, wastewater, and atmospheric emissions with the potential to have an adverse impact on human health or the environment.

4.3 Climate change

Business partners set targets for the reduction of greenhouse gas emissions resulting from their own business activities and strive to reduce their burden on the environment, including through energy saving and the adoption of renewable energy.

4.4 Efficient use of resources

Business partners strive to establish a circular economy, take measures to improve the efficiency of resource use, and reduce the consumption of water and other resources, giving priority to the use of resources that are both renewable and sustainable. They also take measures for the reuse and recycling of resources.

4.5 Preservation of biodiversity

Business partners understand their impact on biodiversity and make efforts to reduce that impact as much as possible.

4.6 Prevention of release and discharge

Business partners establish systems to prevent and reduce the unexpected release or discharge of substances that affect the environment, as well as their adverse impact on local communities.

5 Development of Structures

Business partners establish mechanisms to meet the expectations of this Code of Conduct concerning ethics, human rights and labor, health and safety, and the environment and conduct appropriate management and administration. In doing so, they strive to maintain and improve the continuity of their business.

5.1 Pledge and accountability

Business partners allocate resources appropriately, and by clarifying the senior personnel responsible, affirm and commit to compliance with the matters set forth in this Code of Conduct. They also fulfill their accountability in this regard.

5.2 Risk management

Business partners establish mechanisms for the ongoing identification of risks in the fields to which this Code of Conduct applies, as well as for the avoidance, reduction, and mitigation of those risks. In addition, based on applicable laws and regulations for the identification of risks, they gather the necessary information for the identification of risks and share that information among business partners.

5.3 Education and training

Business partners conduct appropriate education and training to ensure that their management and employees are able to adhere to this Code of Conduct.

5.4 Document management

Business partners maintain and manage the necessary documents to prove that they are compliant with this Code of Conduct and with applicable regulations.

5.5 Continuous improvement

Business partners pursue continuous improvement by setting performance objectives, executing plans, and taking necessary corrective actions for issues identified through internal and external evaluations, inspections, and management reviews.

5.6 Identification of concerns (handling of complaints)

Business partners establish systems that will enable all officers and employees to report workplace concerns, illegal acts, or violations of the principles set forth in this Code of Conduct without being subject to retaliation, threats, or harassment. They also respond appropriately to any reports concerning the occurrence of problems or concerns related to the principles set forth in this Code of Conduct and take corrective measures as required.

5.7 Establishment of systems

Business partners establish systems for the effective communication of this Code of Conduct to stakeholders, including employees, contractors, and suppliers.