

## Multi-Stakeholder Policy

Based on our Corporate Philosophy of contributing to society through high-quality, well-evidenced pharmaceutical products and serving society through our people, Kissei Pharmaceutical Co., Ltd. (“we,” “our,” “the Company”) considers the simultaneous achievement of a sustainable society and the sustained growth of the Company through all its business activities as a key challenge. To address this challenge, recognizing the importance of value co-creation with all stakeholders, including shareholders, employees, business partners, customers, and local communities, we engage in appropriate collaboration with multi-stakeholders who share the same values.

In addition, from the perspective that the appropriate distribution to multi-stakeholders of the outcomes generated by collaborative value creation and productivity increases will lead to the development of a sustainable society, we act in accordance with the following policies, recognizing the importance of returning profits to employees and giving consideration to business partners.

### 1. Returns to Employees

We recognize that our employees are a key asset in the creation of value in our research, development and marketing of innovative pharmaceuticals, a process that requires many years. Based on that recognition, we strive to improve productivity and maximize added value by means that include creating a work environment conducive to ongoing employee growth through system reforms, improvement of compensation, and raising of employees’ awareness of active and voluntary participation. With respect to the earnings and results generated, in accordance with the basic principles of wage determination (principle of compensation for labor, principle of livelihood security, principle of labor market price) and in light of the Company’s circumstances, we aim to raise wages in an appropriate manner based on fairness from internal and external perspectives. We also seek to continuously provide returns to employees by actively engaging in their education and training with the aim of further improving productivity and creating value.

(Individual items)

Specifically, with regard to wage increases, we hold discussions between labor and management, taking into account factors such as fairness in compensation levels across organizations and among employees and changes in the external environment. We revise wages to an appropriate level with the goal of increasing employees’ job satisfaction and attracting new talent. With regard to education and training, we provide an education and learning environment that simultaneously achieves employee growth and the Company’s development, with the training of self-directed personnel as our primary future objective. Further, we operate a dual-track personnel system that emphasizes diversity and future potential, and we strive to strengthen human capital through appropriate compensation according to roles and other means.

### 2. Consideration for Business Partners

We continue our efforts to comply with the contents of the Declaration of Partnership Building.

If our Declaration of Partnership Building is removed from the portal site, we will voluntarily withdraw the publication of the Multi-Stakeholder Policy.

- Declaration of Partnership Building  
<https://www.biz-partnership.jp/declaration/128540-05-24-nagano.pdf> (in Japanese)

In addition, we work to build appropriate trading relationships with business partners that are exempt from consumption tax, referring to the government’s published views on the approach to the invoice system for tax-exempt entities and their business partners.

3. Initiatives Related to Other Stakeholders

In accordance with the Corporate Philosophy, we promote dialogue and appropriate information disclosure, using them in our corporate activities, as a way to respect all stakeholders, including shareholders, employees, business partners, customers, and local communities that support our corporate activities, and to earn their trust.

We will steadily work on the above initiatives while confirming the status of our efforts.

March 24, 2025

Kissei Pharmaceutical Co., Ltd.

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Name of corporation

Yasuo Takehana  
President and Chief Operating Officer (COO)

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Name and title of representative