

# The Hisamitsu Corporate Charter

In order to continue to help improve QOL worldwide, Hisamitsu respects human rights in and outside Japan in accordance with the following provisions, complies with all applicable laws, regulations and standards, and acts in accordance with high ethical standards.

## 1 Corporate behavior as a pharmaceutical company

① We will actively conduct the research and development of medical products that will help promote human health in order to provide a stable supply of effective, safe and high quality medical products. We will also endeavor to improve the efficiency of medical costs by developing medical products with high medical-economic efficiency.

② In the performance of our clinical trials, we will gain the cooperation of the medical institutions, respect the study subjects' human rights, give consideration to safety, and ensure scientific accuracy. In the performance of our animal experiments necessary as nonclinical trials, we will give full consideration to animal welfare.

③ In order to ensure the proper use of medical products, we will provide scientifically-based accurate information, from domestic and overseas sources, on the quality, efficacy and safety of medical products and will promptly collect, analyze, evaluate, and convey post-marketing information.

④ We will engage in fair, transparent and free competition that is appropriate for a pharmaceutical company and strive to improve the ethical standards of our employees in order to maintain sound, normal relationships with political and administrative officials, healthcare professionals, and other parties concerned.

## 2 Corporate behavior as a corporate citizen

⑤ In light of the development of advanced IT technologies, we will give full consideration to and take every possible measure for the proper protection of personal and customer information.

⑥ We will control internal corporate information in an appropriate manner, communicate generally with stakeholders surrounding us, and disclose our corporate information in a timely and appropriate manner through PR and other activities.

⑦ We will respect and acknowledge the value of intellectual property rights, including patents and copyrights. We will not obtain or use any intellectual property in an unauthorized manner.

⑧ We will respect the diversity, personality and individuality of our employees, provide them with comfort and welfare, and secure a safe, positive working environment for them. We will also strive to improve the sense of ethic and the qualifications of our employees.

⑨ We will stand firm against antisocial forces and organizations, such as corporate racketeers and crime syndicates, which pose a threat to the order and safety of civil society.

⑩ Based on the understanding that coping with environmental issues is a common challenge to the human race, we will spontaneously and actively work on environmental protection by making efficient use of natural resources and energy.

⑪ Whether in or outside of Japan, we will manage our business in a manner that will contribute to the development of the local community not only by complying with local laws and codes of conduct but also by respecting local culture and custom.

⑫ As a good corporate citizen, we will actively work on activities that contribute to the community.

### **3 Behavior of senior management**

⑬ Our senior management shall take the lead by setting a good example in realizing the spirit of this Charter and shall ensure that this Charter is known to all persons concerned. The senior management shall also monitor opinions in and outside the company, shall develop effective internal systems, and shall ensure compliance with corporate ethics.

⑭ Upon the occurrence of any event that violates the spirit of this Charter, Hisamitsu senior management shall be responsible for solving the problem and shall strive to determine the cause and prevent the same problem from recurring.

⑮ Upon the occurrence of any event that violates the spirit of this Charter, Hisamitsu senior management shall disclose relevant information and provide an explanation to the community in a prompt, appropriate manner.