

# MARUZEN PHARMACEUTICALS CO., LTD.

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## Basic Sustainability Policy

Maruzen Pharmaceuticals has established a "Basic Sustainability Policy" and will pursue sustainable growth and contribution to society. We will build good relationships with stakeholders, increase profitability through our business activities while addressing social issues, and fulfill our social responsibilities as a good corporate citizen.

### 1. Organizational Governance

We strictly adhere to corporate ethics and conduct business activities in compliance with laws and regulations. We also conduct transparent management with an organizational structure that allows for prompt decision-making.

### 2. Human Rights

We respect the human rights of all people affected by our activities.

### 3. Labor Practices

We respect the diversity of our employees and strive to foster a corporate culture that is safe, rewarding, and easy to work in.

### 4. Environment

We strive to reduce environmental loads and contribute to the realization of a sustainable society in harmony with nature.

### 5. Fair Operating Practices

We engage in fair, transparent, and free competition and appropriate transactions while respecting the relationship of trust with customers. We also carry out sustainable procurement activities in consideration of the social environment.

### 6. Consumer Issues

We stably provide the blessings (usefulness) from nature as high-quality products that are safe, secure, and satisfying to our customers using our unique technology.

### 7. Community Involvement and Development

As a good corporate citizen, we actively communicate with local communities and society and make social contributions.

Established: March 14, 2022