

## **Daiichi Sankyo Group Corporate Conduct Charter**

The Daiichi Sankyo Group fulfills its mission “To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs.” We comply with laws, regulations and rules regarding global corporate activities, and act with the highest ethical standards and a good social conscience based on the following 10 principles of this Charter.

In order to actively respond to an ever-changing society, we address social issues and business in an integrated manner. It will enhance our corporate value, fulfill our social responsibilities and contribute to the realization of a sustainable society.

### **Article 1 Contribution to Healthcare**

We diligently address medical needs by providing beneficial, safe, and reliable pharmaceuticals and services.

### **Article 2 Fair business practices**

We respect international norms, diverse cultures and customs, conduct business in a fair manner through free and fair competition, and conduct responsible procurement by complying with laws and regulations in each country and region in which we do business. We maintain productive, positive and professional relationships with our stakeholders, which include medical professionals and governments.

### **Article 3 Fair disclosure of information and constructive dialogue with stakeholders**

We actively, effectively and fairly disclose corporate information to the public and engage in an open and constructive dialogue with a wide range of stakeholders.

### **Article 4 Respect for human rights**

We conduct business that respects the human rights of all persons.

### **Article 5 Enhancement of workplace environment and human resource development**

We respect the diversity of our employees, and seek to include a diversity of thought in our daily work. We are committed to ensuring a healthy and safe working environment and do not tolerate harassment and discrimination. We provide employees the

opportunity to develop their skills and abilities for the mutual growth of the individual employee and the corporation.

#### Article 6 Information management

We take necessary measures to manage and protect personal information, business partner information as well as other confidential information of Daiichi Sankyo and others.

#### Article 7 Engagement in environmental issues

Environmental challenges are universally critical to all of mankind. We responsibly manage the environmental impact of our operations and include our efforts for a better environment in our corporate activities and our very survival.

#### Article 8 Involvement in community and contribution to its development

We are actively involved in community activities and contribute to its development as a good corporate citizen.

#### Article 9 Thorough crisis and emergency management

We adhere to crisis and emergency management in the face of actions by antisocial forces, terrorism, cyber-attacks, natural disasters, pandemics and other significant issues that may threaten the order or safety of civil society and the corporate activity.

#### Article 10 Role of Executives and implementation of this Charter

Executives of the Daiichi Sankyo Group actively build and maintain effective governance systems to implement this Charter, ensure it is understood by all Group companies, and encourage behavior based on the principles of this Charter to the business partners of Daiichi Sankyo Group. If the Charter is violated, executives of Daiichi Sankyo Group Companies take responsibility to respond by determining the cause of infringement, taking corrective action as necessary and making efforts to prevent similar violations in the future.