Sustainability Report

2026

Tanabe Pharma

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This PDF was edited as Sustainability Report 2026 from the content disclosed on our Sustainability website as November 12, 2026.

Editorial Policies

This website is intended to provide the Group's stakeholders, including patients, healthcare professionals, local communities, and employees, with information about major sustainability initiatives implemented by the Group in fiscal 2025. Specific initiatives implemented in accordance with the Company's philosophy are presented in line with the management, environmental, and social perspectives.

The Sustainability Report 2026 PDF version, which contains the same content as disclosed on this website, can be downloaded from the Sustainability Report archive page.

Explanations of medical and pharmaceutical terms appearing in this report have been provided to foster a wider understanding of the report's content.

Applied Guidelines	Global Reporting Initiative (GRI) Sustainability Reporting Standards Environmental Reporting Guidelines, 2018 version, published by the Ministry of the Environment of Japan
Period covered	April 1, 2025, to March 31, 2026 (The report includes examples of activities from April 2026 and thereafter)
Issue timing	September 2026 (Previous report: September 2025; next report: September 2027)
Scope of reporting	Tanabe Pharma and consolidated subsidiaries in Japan and overseas. (The scope of reporting could differ in accordance with the examples being reported.)
Contact information	Contact Us

Tanabe Pharma's Sustainability

Based on a history spanning more than 300 years, and our frontier spirit, the Tanabe Pharma Group's Mission —"Creating hope for all facing illness"—reflects universal values, and fulfilling that mission is our social responsibility.

In addition, there is a growing commitment around the world to resolving environmental and social issues through worldwide initiatives, such as the SDGs adopted at a United Nations summit, with accelerating efforts to achieve sustainability.

Our Group is pursuing businesses that address a wide range of environmental and social issues. By providing value to society through our business and contributing to the realization of a sustainable society, we seek to continuously raise our corporate value.

To that end, it is vital that we understand the social issues and demands that change with time and respond to them. The Group has identified the highest priority social issues as material issues that it needs to address. As people engaged in the activities of a pharmaceutical company, all of our officers and employees have a strong sense of mission, a high level of ethical standards, and conduct our business activities with fairness and integrity. Together, we will contribute to achieving our Mission and a sustainable society.

› Corporate Philosophy

Stakeholder Engagement

Basic Approach

The Group's corporate activities are conducted in relationship to a wide range of stakeholders including patients. We will promote better communication and appropriate information disclosure to gain stakeholder trust. We seek to raise corporate value and achieve a sustainable society by reflecting everyone's views and society's needs as issues and goals in our corporate activities.

Below are presented the main methods and opportunities for communicating with stakeholders that we have determined are most important for the Company.

› Multi-Stakeholder Policy (Japanese language only)

Stakeholders	Main Communication Methods and Opportunities
Patients and Their Families	• Holding various seminars • Interacting with patient organizations and support groups • Providing information through the Medical Information Center **(Inquiries)** https://www.tanabe-pharma.com/en/contact.html • Providing health support information through our website **Health support website (Japanese language only)** https://www.tanabe-pharma.com/ja/general/
Healthcare Professionals	• Providing and collecting pharmaceutical information through medical representatives (MRs) • Holding various seminars and exchanging views with specialists • Creating website for healthcare professionals https://medical.mt-pharma.co.jp/index.shtml (Japanese language only)
Employees	• Various training, career interviews, etc. • Providing environments that are safe and comfortable to work in • Dialoguing with management • Providing information utilizing in-house magazine and Company intranet • Holding labor-management consultations • Internal and external hotlines • Employee survey
Business Partners	• Interacting through procurement activities • Dialoguing through CSR procurement (conducting surveys, etc.)

Local Communities	• Conducting visiting lectures at schools • Accepting company visits • Holding local events • Tanabe Pharma Historical Museum • Volunteering activities in local communities • Greening and beautification activities around business sites

Management

Respect for Human Rights

Basic Stance on Human Rights

The Tanabe Pharma Group has established the Global Policy on Respecting Human Rights, Employment and Labor in accordance with the following international norms.

International norms with which we comply

- Universal Declaration of Human Rights
- Declaration on Fundamental Principles and Rights at Work (International Labor Organization)
- Global Compact (United Nations)
- Guiding Principles on Business and Human Rights (United Nations)

The Global Policy on Respecting Human Rights, Employment and Labor states that we must respect the dignity and rights of all people without engaging in unfair discrimination on the basis of race, gender, religion, or any other reason.

In Japan, the Group's corporate intranet hosts a human rights section in the Compliance Guidebook that all employees in the domestic Group can view, which clearly states our respect for the personalities and human rights of every individual, along with our intention to create a psychologically safe workplace. Moreover, this section clearly states that employees shall not treat people unfairly on the basis of gender, age, nationality, race, ideology, creed, religion, education, origin, disease, disability, or sexual orientation/gender identity (including LGBTQ+*) and shall not engage in harassment, discrimination, bullying, or other behavior that impinges on their character or human rights.

In addition, we conduct surveys of our suppliers to assess the status of CSR initiatives related to environmental conservation, respect for human rights, and ensuring occupational health and safety, and then to deepen their understanding with regard to human rights.

* LGBTQ+: In this report, LGBT is used as a generic term to refer to people who belong to a sexual minority, with the addition of Q (Questioning: people who have not decided on or do not know their own identity) and "+" as an expression of sexual diversity, which cannot be expressed in words.

› Establishment of a Sustainable Supply Chain

Human Rights Awareness Promotion Structure

Based on the “Global Policy on Respecting Human Rights, Employment and Labor,” the Group has instituted the Regulations for Promoting Awareness of Human Rights to establish a system for promoting human rights awareness activities as well as basic points for human rights training in the domestic Group.

Based on these regulations, we have established the Human Rights Awareness Promotion Committee, chaired by the Representative Director, as a deliberative body for the planning and promotion of companywide human rights awareness policies. Furthermore, headquarters committee members, department committee members, and regional committee members play a key role in holding in-house training for officers and employees, and promoting awareness of human rights and diversity.

Human Rights Awareness Promotion Committee



Human Rights Awareness Training

The Human Rights Awareness Promotion Committee Secretariat formulates the annual plan for human rights awareness training. The Chairman of the Human Rights Awareness Promotion Committee and headquarters committee members approve the plan, which is then carried out.

In fiscal 2025, we held training for new employees covering human rights in general. We also held e-learning-based training for all employees in the domestic Group, focusing on sexual harassment in the workplace, in an effort to promote understanding of measures to prevent harassment, and appropriate responses to such behavior.

Regional members systematically participated in external training courses organized by outside human rights-related organizations of which the Company is a member.

Diversity & Human Rights Slogan Contest

In anticipation of Human Rights Week in December each year, the Group encourages employees to submit diversity and human rights slogans. In this way, the Group is working to enhance human rights awareness.
In fiscal 2025, employees at 10 Group companies in Europe, Asia, and Japan submitted 431 slogans. The members of the Human Rights Awareness Promotion Committee selected Global Best Award slogans from among the Local Best Award slogans chosen by each Group company based on originality, ease of understanding, and educational effects under the theme of “Diversity and Human Rights.”
The award-winning slogan will be used at various events organized by the Group.

Global Best Award-winning slogan: “Every Voice Protected, Every Person Respected”

Winner: Feri Mulyono (PT Mitsubishi Tanabe Pharma Indonesia*)

Slogan Thoughts

This inspiration came from one of my children, who is 16 years old.
One morning, while I was driving them to school, I mentioned that there was a competition to create a slogan about Human Rights. Long story short, it turned into a meaningful exchange of ideas. We talked about freedom of expression and how important it is to respect one another, especially when there is a gap in age. From that conversation, I realized something quite insightful. As teenagers, they also carry a strong desire to be respected when sharing their opinions—not only to be heard, but also to have their perspectives considered, even though their life experience may not be as long as ours.
This reflection reminded me of the realities in the workplace, where many of my colleagues come from different generations. Because of that, it becomes important for us to build a culture where people feel safe to express their opinions and feel valued as whole human beings.



Feri Mulyono
(PT Mitsubishi Tanabe Pharma Indonesia*)

* Mitsubishi Tanabe Pharma Indonesia changed its name to Tanabe Pharma Indonesia in October 2026.

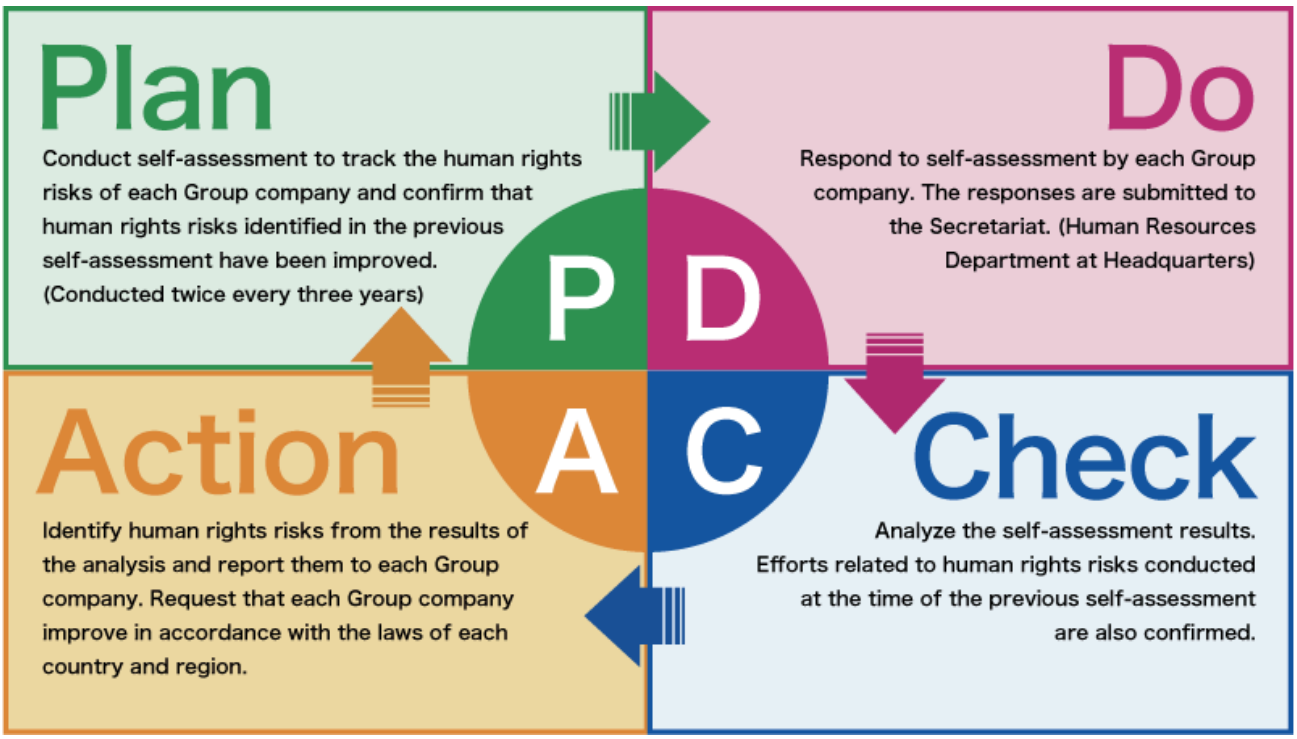
Human Rights Due Diligence*

The Group conducts its business activities in accordance with the laws and regulations of each country and region, and the rules of each company. In this way, we are working to ensure that we do not engage in or participate in violations of human rights. In the unlikely event that a human rights violation is discovered, we work to quickly correct and resolve the problem.

In fiscal 2025, as part of a review of our systems, we began revamping our human rights self-assessment and revised the content of questions to reflect actual conditions. From fiscal 2026 onwards, we will promote initiatives that will lead to addressing human rights risks identified through self-assessment.

* Human rights due diligence is the process of identifying, preventing, and mitigating adverse impacts related to human rights.

Human Rights Due Diligence Process



Human Rights Considerations in Hiring

In the Group's employment selection, we have set a basic policy to respect basic human rights and to conduct selection fairly based on experience, ability, aptitude, and interest, without regard to nationality, place of origin, gender, sexual orientation, gender identity, family situation, beliefs or other factors that are unrelated to the applicant's aptitude or ability.

In the selection process, we conduct fair employment screening based on the applicant's aptitude and ability and do not ask inappropriate questions that may violate one's human rights. Furthermore, one is not required to indicate gender on the job application form for new graduates, the internship application form for students, or the registration forms for mid-career recruitment.

Management

R&D Ethics

Ethical Considerations in Animal Experiments at the Research Stage

In pharmaceutical research and development, animal experiments may be necessary and are the only means of confirming efficacy and safety as pharmaceuticals. However, animal experiments involve sacrificing the lives and bodies of animals, and thus it is essential to take ethics into consideration. The Company has formulated “Guidelines for Proper Conduct of Animal Experiments” and complies with relevant laws, regulations, and guidelines, etc., giving due consideration to animal welfare with reference to all animal experiments. Our policies and the status of our initiatives are included in “Information Disclosure on Animal Experiments.”

All employees will remind themselves that drug discovery is founded on a respect for all life, and continue to contribute to the welfare of animals and people.

Ethics Review Committee Initiatives

Discovery research using samples provided by patients, such as human tissue and cells, as well as information, such as treatment information, is increasingly important in the discovery of more effective, safe drugs. In implementing this type of research, it is essential to pay careful attention to ethical issues, such as the receipt of appropriate informed consent based on the patient’s free will, reduced burden on research subjects, and the protection of personal information.

The Company has established a Human Tissue Research Ethics Review Committee in conformance with the Ethical Guidelines for Life Sciences and Medical and Health Research Involving Human Subjects (Ministry of Education, Culture, Sports, Science and Technology (MEXT); Ministry of Health, Labour and Welfare (MHLW); Ministry of Economy, Trade and Industry (METI)). This committee carefully reviews the ethical appropriateness and scientific rationality of research protocols. To promote objectivity and impartiality in these reviews, outside members are included to ensure that respect is given to a range of opinions and to facilitate appropriate reviews. To ensure full transparency, the Company posts the committee membership list, the rules governing the committee, and summaries of its proceedings on the research ethics committee reporting system established by MHLW.

Human Rights and Bioethical Considerations in Clinical Trials

All clinical trials by the Company are subject to strict standards. The Company follows the guidelines set by the International Council of Harmonization of Technical Requirements for Pharmaceuticals for Human Use/Good Clinical Practices (ICH-GCP), based on the Declaration of Helsinki. It evaluates trial protocols that prioritize protecting the safety and human rights of clinical trial participants, and improving their welfare, and conducts trials with the informed consent of subjects based on the patient's free will, upholding the laws and regulations of the country in which the studies are conducted, as well as its own standards and clinical trial protocols, ensuring ethical and scientific validity.

In addition, we have established a system to ensure that trials are conducted and audited appropriately, and that clinical trial data is reliable.

- Clinical Trial Information
- Establishment of Internal Systems to Prevent Misuse of Public Research Funds and Research Misconduct (Japanese language only)

Management

Compliance

Compliance Promotion Structure

The Group has defined Group Compliance Rules and is constructing structures to promote compliance, centered on the Compliance Committee. We appoint a Compliance Promotion Officer at each division and group company, putting in place reporting systems to allow rapid sharing of information, and conduct measures such as providing education. At facilities in areas outside Japan, such as North America, Europe, South Korea, Taiwan, ASEAN region, and Israel, we promote compliance in accordance with the Compliance Program common throughout the Group, taking the culture, laws, business practices, and other values of each country into account.

Additionally, in Japan and other regions overseas, we manage and operate whistleblowing systems through the business unit in charge of compliance promotion or external lawyers and specialist organizations.

Corporate Behavior Charter Day

After factoring in the gravity of the Medway/Quality Control Issues (a violation of the Pharmaceutical Affairs Law and GMP Ministerial Ordinance), and recognizing the need to prevent any further incidents of misconduct, the Group has introduced an annual Corporate Behavior Charter Day, which offers employees the opportunity to review the Group's Corporate Behavior Charter and reflect on their individual conduct.

In fiscal 2025, we held annual compliance meetings at worksites throughout Japan. At these meetings, which are focused on exchanges of opinions, employees read the Compliance Guidebook together, and sign pledges in which they vow to conduct themselves in accordance with the Corporate Behavior Charter and the Compliance Guidebook. We also held compliance meetings at overseas Group companies by including content unique to specific regions as well as content used in Japan.

Addressing Harassment

Seeking to ensure that employees respect each other's human rights, and to create safe, comfortable workplaces, the Group revised the "Harassment Prevention Guidebook," originally released in 2018, in January 2023. In December 2023, we formulated our "Guidebook for Understanding LGBTQ+," and are circulating it among our employees.

In an internal initiative, for all employees, in fiscal 2023 we held harassment-prevention training on sexual harassment and alcohol-induced harassment, in fiscal 2024 we conducted training on preventing abuse of authority in the workplace, and in fiscal 2025 we once again conducted training on preventing sexual harassment, in an effort to eliminate harassment and create comfortable working environments.

Protecting Customer Privacy

The Company is committed to protecting its customers' personal information. In keeping with its strong sense of responsibility regarding this subject, the Company has released its Privacy Policy: Personal Information Protection Policies to the public. Toward this end, the Company uses only fair and reasonable methods to collect customers' personal information and utilizes this information only to the extent necessary to achieve the permitted purpose. In addition to this fundamental approach, it has taken the following initiatives with regard to the handling of personal information.

(1) Established, revised, and implemented regulations regarding the protection of personal information
(2) Created, revised, and implemented manuals for preventing personal information leaks
(3) Built a management system for personal information protection, including the appointment of division managers and personnel who handle personal information
(4) Informed employees; managed and supervised contractors
(5) Implemented robust data encryption and security measures on IT equipment (computers and cellular phones) owned by the Company

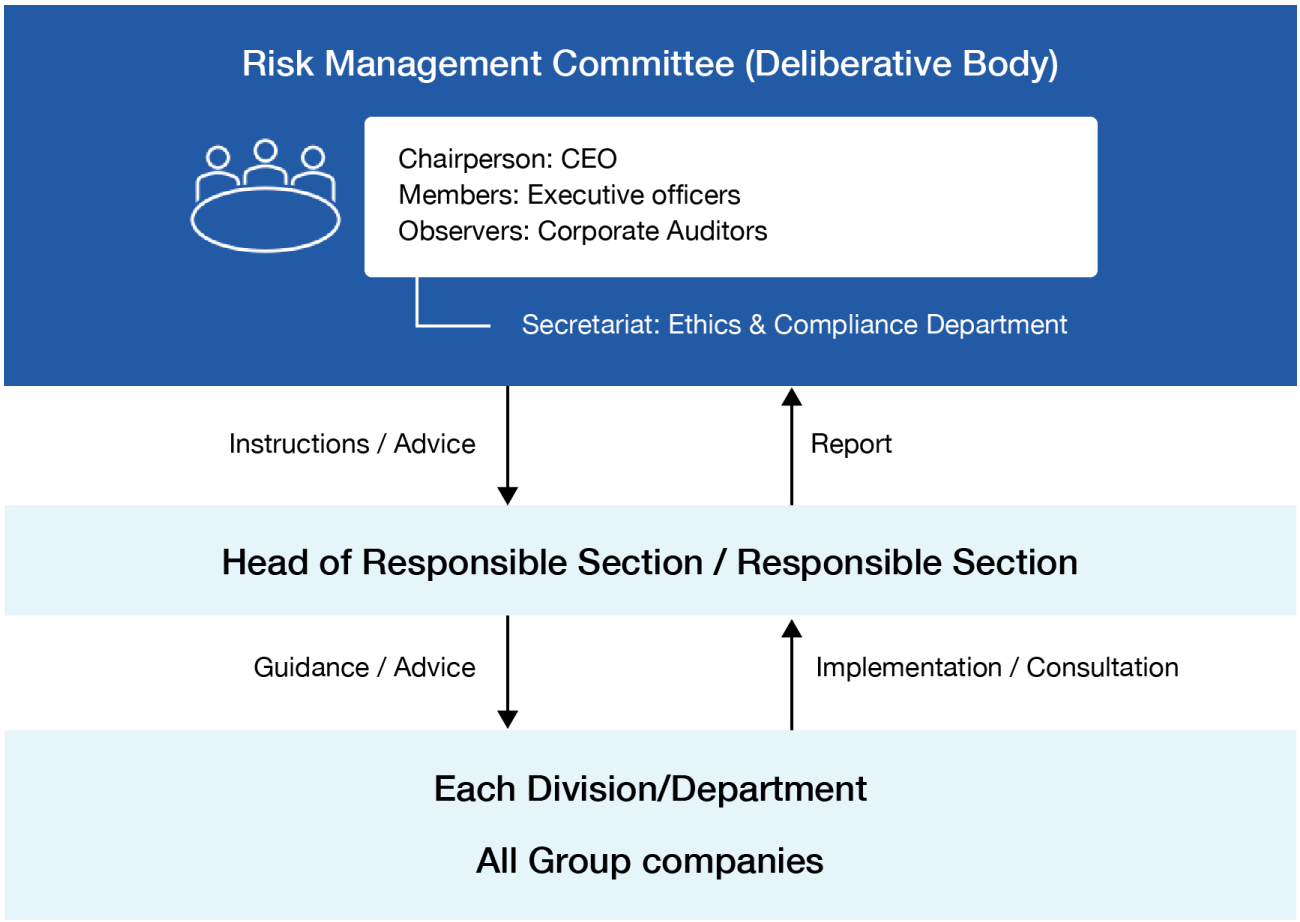
Management

Risk Management

Risk Management Associated with Business Activities

The Group has defined “Risk Management Rules” and is taking appropriate measures to consider risks from the perspectives of both opportunities and threats in order to maintain and enhance corporate value. In the event that a risk materializes, we are working to construct systems to minimize loss. The Risk Management Committee, which has been established to oversee these systems, determines risk management policies, and in line with these policies, manages risks that impact on the entire Group and require priority response. Additionally, the status of risk management activities is reported regularly to the Board of Directors.

Risk management system



Crisis Management

The Group has formulated a business continuity plan (BCP) to prepare for threats to business continuity such as natural disasters and outbreaks of infectious disease, war, and acts of terrorism, and reviews it regularly. We have prepared measures to allow us to offer patients a stable supply of pharmaceuticals in the event of a crisis.

Additionally, we conduct training for executive officers and personnel responsible for operations that must continue even during disasters, and operate a platform for the collection and sharing of information on damage inflicted. These efforts are intended to ensure that there are systems in place to support prompt decision-making and strengthen our crisis response capabilities.

With regard to supply chain business continuity, we have established and operate systems that allow us to rapidly ascertain the impact of disasters on our contractors in Japan and overseas and share this information among relevant parties to ensure that we can offer a stable supply of pharmaceuticals. Through initiatives such as these, we work to identify risks across the entire supply chain, respond promptly, and effect an early recovery. Going forward, we will cooperate with contractors to strengthen our risk management systems and improve their effectiveness.

Information Security

The Company has established the TP-CSIRT (Tanabe Pharma-Computer Security Incident Response Team) Secretariat, which handles information management and incident response.

Main roles of the TP-CSIRT Secretariat

- Implementation of information management measures and issuance of instructions, requests, or recommendations to internal departments
- Provision of education and training related to information management
- Responding to consultations from employees regarding information management
- Instructions, advice, requests, internal coordination, and reporting on responses to accidents or violations related to information management

Furthermore, to respond to the growing threats associated with the increasing complexity of our IT infrastructure, the Group implements measures to ensure the safe and stable use of information and data communications technologies, such as enhancing network security and security checks when using cloud services. We are also taking steps to improve security, including that of our supply chain, by checking our business partners' security.

In preparation for damage mitigation and early recovery in the event of an incident, we are examining our response system and flow in conformity with the above incident prevention measures.

Leakage of Personal Information

The leakage of personal information not only harms third parties but could also seriously damage the credibility of the Company and cause irreparable loss.

The Group complies with Japan's Act on the Protection of Personal Information, as well as with international laws and regulations such as the European Union's General Data Protection Regulation. Furthermore, taking the Group's business activities in Japan and overseas into account, we will reassess our internal rules and ensure rigorous management of information.

Support for Remote Work

To cater to a diverse range of work styles, we have installed a SASE (Secure Access Service Edge) platform to provide a safe environment that is comfortable to use, regardless of location. SASE allows secure use of a network while applying appropriate access control based on user and device conditions.

› Protecting Customer Privacy

Management

Promotion of Fair Operating Practices

Initiatives for Fair Business Practices

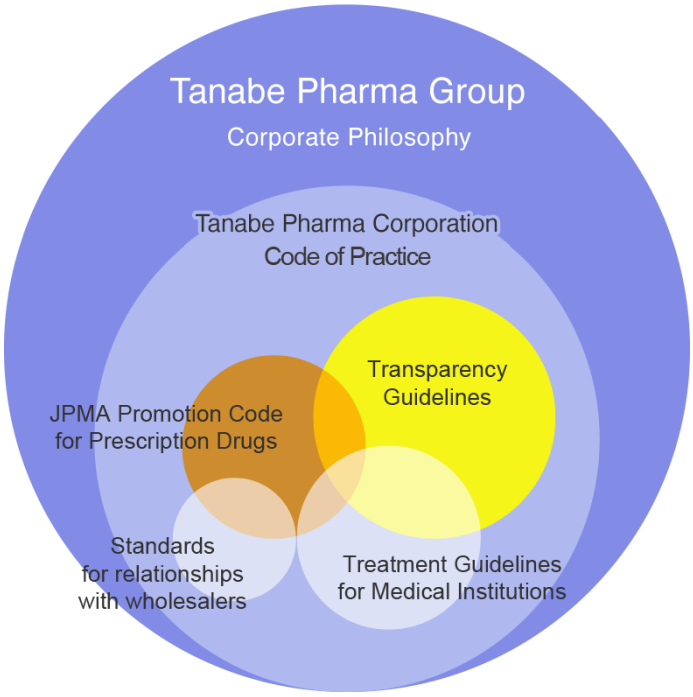
The Corporate Behavior Charter of the Group states that we will strive to maintain high ethical standards and place priority on fairness and integrity in all activities. Additionally, we formulated the Tanabe Pharma Corporation Code of Practice and each activity is conducted in strict observance of the following independent standards.

- Transparency Guidelines
- Global Policy for the Prevention of Bribery and Corruption
- Rules for Activities to Provide Sales Information on Ethical Drugs
- Treatment Guidelines for Medical Institutions

Code of Practice

The Japan Pharmaceutical Manufacturers Association (JPMA), of which Tanabe Pharma is a member company, put the JPMA Code of Practice into effect in 2013. This establishes behavioral standards that must be observed by the executives and employees of the member companies in their interactions with researchers, healthcare professionals, patient organizations, wholesalers, etc. In response, the Company established and put into effect the Tanabe Pharma Corporation Code of Practice (Japanese language only). All executives and employees of the Company and Group companies in Japan are required to follow this code not only in promotion endeavors designed for healthcare professionals, medical institutions, and others, but also in all other corporate activities, including testing and R&D, information provision activities for persons other than healthcare professionals, cooperation with patient organizations, and relationships with wholesalers. Overseas Group companies comply with the codes of each country based on the International Federation of Pharmaceutical Manufacturers and Associations' Code of Practice (IFPMA Code).

Positioning of the Code of Practice



- Applicable to all Company executives and employees
- Executives and employees of Group companies must also comply with this code
- Must be followed in promotion activities and all other corporate activities for healthcare professionals, medical institutions, etc.

Initiatives for Appropriate Promotional Activities

Definition of Promotion

“Promotion” refers to any acts that our Group plans, sponsors, or conducts through information communication mediums, including the internet, with the aim of promoting our pharmaceutical products, encouraging their proper use, or enhancing product value.

Target audiences are not limited to healthcare professionals, but include patients, the general public, and patient organizations. It is also stipulated that “Promotion” is not determined by the role or department of the person who performs it.

Pursuing Promotional Activities

The “Promotion Code for Prescription Drugs,” from the JPMA describes details of promotions conducted by member companies. In accordance with the intent of the Promotion Code, we established the Company Promotion Code for Prescription Drugs to promote the appropriate use and dissemination of ethical drugs.

Additionally, in accordance with the Guidelines for Provision of Sales Information on Prescription Drugs, which sets forth a standard for appropriate sales information provision activities for ethical drugs by the Ministry of Health, Labour and Welfare, we have instituted our own Rules for Activities to Provide Sales Information on Ethical Drugs.

Furthermore, to ensure that promotional activities are managed appropriately, we have established the Sales Information Provision Activities Committee chaired by the officer responsible for compliance with the Pharmaceuticals and Medical Devices Act. We have also established the Appropriate Supervisory Committee, which includes committee members from outside the company and is intended to provide advice on promotional materials and on the activities of the department that supervises the provision of sales information, and are working to promote the appropriate use of ethical drugs.

For lectures that serve as opportunities to promote ethical drugs, we use explanatory materials to provide careful explanations to presenters in advance, thus ensuring the appropriateness of lectures at the Group.

Ensuring Transparency

The aim of the Fair Trade Council of the Ethical Pharmaceutical Drugs Marketing Industry is to restrict unjustifiable premiums, such as money, goods, services, etc., provided as an inducement to engage in transactions to ensure fair competition among businesses. The council has its legal basis in the Act against Unjustifiable Premiums and Misleading Representations.

Accordingly, we have established Treatment Guidelines for Medical Institutions to prevent the distortion of appropriate drug usage and unjustifiable customer inducements and increase the transparency of transactions by restricting the provision of unjustifiable premiums.

Supervisory System

We established the Audit Department within the Ethics & Compliance Department to supervise sales information provision activities in order to promote our initiatives for proper promotion activities, and improved our systems.

Initiatives Related to Transparency with Medical Institutions and Patient Organizations

Initiatives Related to Medical Institutions

To support not only the discovery of innovative drugs but also the provision and collection of information for the purpose of appropriate drug usage, collaboration and alliances among pharmaceutical companies, universities, and medical institutions are indispensable. However, as these alliance activities become more common, there are increasing opportunities for medical institutions and healthcare professionals to be significantly involved with specific companies or products, and there could be concerns about the extent to which the judgment of both is influenced by this situation.

Formulation of guidelines

In July 2011, the Company formulated its guidelines for transparency in relationships with medical institutions. The purpose of these initiatives is to secure a broad understanding from society regarding the contribution made by the Company's business activities to progress in medicine, pharmacology, and the other life sciences as well as the Company's high ethical standards in its business activities.

Information disclosure

The record of payments to medical institutions by the Group has been disclosed on the Company's website since fiscal 2012. From fiscal 2019, information has been disclosed in compliance with the Clinical Trials Act.
Regarding the provision of compensation or funds to doctors or to healthcare related institutions or organizations in Europe or the U.S., we are conducting information disclosure in an appropriate manner in accordance with guidelines and laws formulated in Europe and the U.S.

› Initiatives related to transparency in relationships with medical institutions and patient organizations (Japanese language only)

Management structure

In August 2014, the Company formulated guidelines for managing conflicts of interest with medical and research institutions. We have established principles for avoiding problems with conflicts of interest and a system for managing conflicts of interest, and we are working to operate this system in an appropriate manner.

Initiatives related to patient organizations

First, it is important for corporate activities to be based on a high level of ethical standards, integrity, and mutual understanding with respect for the independence of patient organizations. On that basis, to secure a broad understanding from society regarding our contribution to the activities and development of patient organizations, in January 2013, we formulated our guidelines for relationships with medical institutions and patient organizations, etc. Since fiscal 2013, information regarding the funds and labor provisions and rewards to these patient organizations are disclosed on the Company's website.

Furthermore, to support the company-wide promotion of patient and public involvement activities, we are creating a manual for the entire company to use which lists specific procedures and requirements to comply with for activities, as well as setting forth the appropriate approach and principles to take when engaging in them.

› Guidelines for relationships with medical institutions and patient organizations (Japanese language only)

Initiatives to Prevent Bribery and Corruption

Bribery and corruption in business not only hinder proper commercial transactions, but they can also have harmful effects, such as serving as the source of funding for anti-social forces. Recently, regulations for bribery and corrupt practices are being reinforced in countries around the world.

The Group has established the "Tanabe Pharma Group Global Anti-Bribery and Corruption Policy," which applies to all Group companies, with the aim of further strengthening its approach toward prevention of bribery and corrupt practices.

The Group declared in the Policy that it will take a "zero-tolerance approach" to bribery and corrupt practices, and promised that it will not engage in bribery or corrupt practices. The Group also stated it will establish and operate an in-house system to eradicate bribery and corrupt practices.

Moreover, to further clarify the content of this policy, we formulated relevant guidelines for countries and regions where risks are thought to be particularly high, and we are implementing appropriate responses in line with the laws, regulations, and business practices of each country.

Dealing with Antisocial Forces

In accordance with rules for the elimination of crime syndicates, the Group's basic policies regarding corporate extortionists, crime syndicates, and other antisocial forces are to not fear them, to not provide any funds to them, and to shun all contact with them. Therefore, we have taken the initiative to constantly gather information on antisocial forces and verify our business partners in cooperation with specialized external institutions such as the police. In the face of unreasonable demands, the Group will respond with a resolute stance that is unyielding and uncompromising. Moreover, executives and employees in their day-to-day business activities, must consistently avoid relationships with antisocial forces, adhere strictly to relevant laws and ordinances, and act in accordance with social ethics.

Protection of Intellectual Property Rights

Tanabe Pharma Group has established an intellectual property policy that forms the basis for providing new healthcare opportunities in order to appropriately protect and make effective use of its globally competitive intellectual property. In addition to filing, acquiring, and maintaining intellectual property rights including patents and trademarks, we promote an intellectual property strategy that is integrated with our business and R&D strategies, and work to ensure our rights not only at the initial research stage, but also at the appropriate time tailored to the product lifecycle. As a result, the Group held 853 registered patents as of March 31, 2026.

Furthermore, the Company respects third-party valid intellectual property rights by managing intellectual property risks through investigation into the rights of third parties. At the same time, we are working to create a system to protect and utilize our intellectual property by taking legal action and other measures, depending on the situation, in case a third party infringes upon our intellectual property rights.

In principle, the Group does not enforce its patent rights in the Least Developed Countries (LDCs) stipulated by the United Nations in order to contribute to healthcare access in economically deprived areas around the world.

Environment

Environmental Management

Basic Approach

The Group has established the Environment & Safety Policy as a basic policy for environmental and safety activities and is promoting activities that take the environment into account throughout the value chain, from product research and development to raw materials procurement, production, sales, transport, use, and disposal.

Additionally, at our production and research bases, we operate environmental management systems based on ISO 14001 and manage these appropriately. Moreover, we view environmental risks in our supply chain, such as raw materials procurement and outsourced manufacturing, as key management priorities. When choosing business partners or conducting periodic reassessment, we verify their corporate stance on these issues, including their initiatives for protecting the environment.

Going forward, we will continue to work to reduce environmental burden throughout our supply chain through dialogue with our business partners, while actively disclosing information, and enhancing communication with our stakeholders.

› Establishment of a Sustainable Supply Chain

Environment & Safety Policy

The Group aims to be a global research-driven pharmaceutical organization that is trusted by society, and strives to protect the global environment and ensure people’s safety.

1. We assess our corporate activities for their environmental impact in order to continuously reduce environmental burden.
2. We give priority to safety considerations for all of our workers to prevent occurrence of occupational accidents.
3. We set clear targets for our environmental and safety activities, and we effectively maintain and improve our system to achieve such targets.
4. We pursue activities in compliance with not only laws and regulations relating to environment and safety, but also more rigorous corporate management standards.
5. We systematically conduct training to enhance each and every employee's awareness on the environment and safety.
6. We proactively disclose information relating to environment and safety so that we can deepen communication with society.
7. By proactively participating in and cooperating with environmental management and disaster reduction activities organized by local communities, we prepare against unforeseen contingencies such as accidents and disasters, so as to minimize their impact.

Environmental Compliance

The Group has set “We actively protect the global environment and strive for harmonious coexistence between the Company and society” as a compliance standard (Declaration of Compliance) to be implemented by each employee.

Our goal of achieving a sustainable society permeates every aspect of our business activities, including initiatives to conserve energy and reduce greenhouse gas emissions, promote resource conservation and recycling, and participate and cooperate with local communities in environmental conservation efforts.

We are continuously working to reduce our environmental impact by maintaining a Group-wide environmental and occupational safety management system, establishing and sharing goals and targets for environmental safety, while formulating, implementing, evaluating, and reviewing plans at all offices. In conjunction with this, we will thoroughly manage environmental and safety risks and take prompt and appropriate actions to deal with any problems that may arise.

Furthermore, at each production and research base, we will comply with environmentally related laws and regulations based on the Environment & Safety Policy while setting and managing voluntary management standards for water and air pollution that are more stringent than legal requirements. We utilize regular internal audits to confirm the status of environmental compliance at each of our bases.

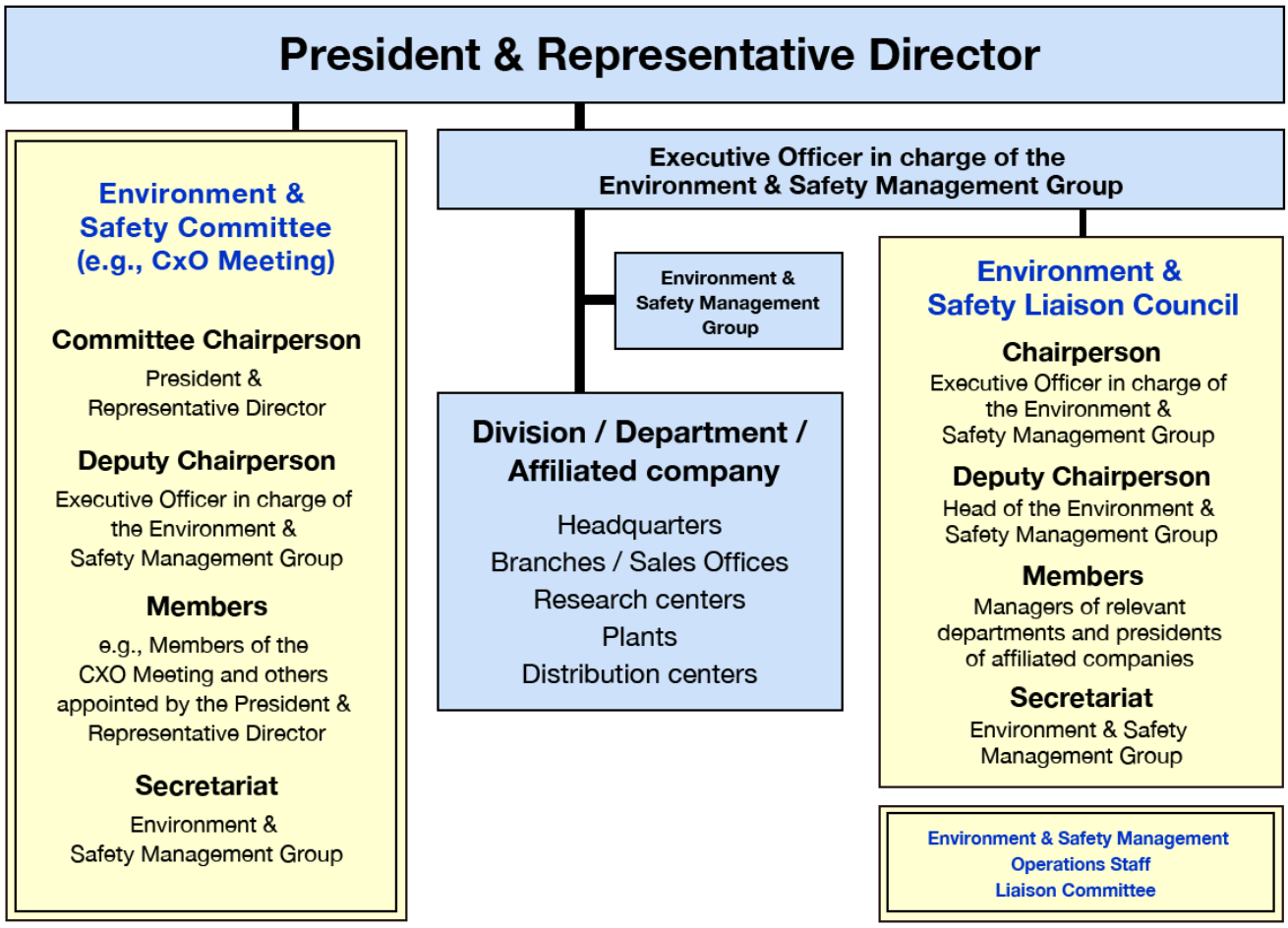
Environmental Management Promotion System

We are moving forward with a system of environmental management spearheaded by the President and Representative Director. Chaired by the President, the Environment & Safety Committee convenes regularly to discuss and make decisions on important environmental and safety issues, medium-to-long-term as well as annual policies, and activity goals.

In addition, the Environment & Safety Liaison Council, which is overseen by the Executive Officer in charge of the Environment & Safety Management Group, thoroughly discusses and consults on activity policies related to the environment and safety as well as execution plans and thereafter submits matters and issues related to policy decisions to the Environment & Safety Committee.

Furthermore, we established the Environment & Safety Management Group as a department that oversees environment and safety matters for the Group as a whole. Through close ties with management and frontline workers, the office supports stronger frontline capabilities and the development of a culture of safety, while working to prevent the occurrence or recurrence of accidents or legal violations related to the environment and safety.

Environmental Management Promotion System





We will pursue harmony between our business activities and the global environment, and work to be a company that is admired by society.

See here for a message from the Head of Product Supply Division (environment)

ISO 14001 Certifications

Of the Group's production bases in Japan and overseas, four bases have obtained ISO 14001 certification. At production and research bases that have not obtained ISO 14001, we have established our own environmental management systems in accordance with ISO 14001 and are managing these appropriately.

Bases with ISO 14001 certification

Company name	Name of base	Year certification first obtained
Tanabe Pharma Factory	Onoda Plant	1998
	Yoshitomi Plant	2001
Tanabe Pharma Indonesia*	Bandung Plant	2004
Tanabe Pharma Korea	Hyangnam Plant	2014

＊ Mitsubishi Tanabe Pharma Indonesia changed its name to Tanabe Pharma Indonesia in October 2026.

Environmental Audits

We conduct environmental audits to assess compliance with environmental laws and confirm that environmental protection activities are being conducted in a proper and lawful manner at production and research bases in Japan and overseas. Audits are conducted every year at bases in Japan, and biennially at overseas bases.

We require that improvement plans and reports be submitted for items identified in audits, and link these to ongoing improvement while checking on the status of measures being taken. At overseas bases, we also periodically conduct EHS compliance audits utilizing external auditing companies who are familiar with the laws of each of the countries and regions in which they are located, ensuring compliance with applicable laws and regulations.

In fiscal 2025, we conducted audits that focused on the operation and management of environmental facilities, planning and implementation of environmental education and training, and on the environmental impact of power outages and measures taken to address them. The results showed no issues that could lead to major environmental risks.





Audits being conducted

Environmental Education

The Group plans and implements in-house environmental education and training to promote correct understanding of environmental issues in each employee at a time when the global environment is undergoing significant change. Moreover, environmental managers at each location proactively take outside training courses and obtain the qualifications required to execute their duties, working to maintain and improve specialized skills and knowledge about environmental management.

In fiscal 2025, we held basic environmental training for new employees as well as training on sustainability-related disclosures for environmental managers.

Status of Environmental Accidents/Violations of Environmental Laws and Regulations

For the ninth consecutive year, the Group had no environmental accidents and no major violations of environmental laws and regulations.

Environment

Message from the Head of Product Supply Division (Environment)

We will pursue harmony between our business activities and the global environment, and work to be a company that is admired by society.



Kenji Taguchi, Ph.D.
Executive Officer, Head of Product Supply Div.

Balancing high-quality production activities with environmental conservation

The Product Supply Division is responsible for the production and supply of pharmaceuticals. Our mission is to process procured raw materials and products in factories and deliver a stable supply of high-quality pharmaceuticals to patients. Moreover, because production activities and pharmaceutical research and development are intimately associated with environmental risk, as a manufacturer it is our duty to provide a visual representation of these and to continue to try to reduce our impact on the environment.

In an effort towards environmental conservation, we have adopted (1) achieving carbon neutrality, (2) building a circular economy, and (3) conserving biodiversity as important environmental measures. We hope that by actively communicating these initiatives to society at large and maintaining communication with a variety of stakeholders, we will enhance our corporate value as a global drug discovery company that is trusted by the community.

Helping to address global environmental problems through our business

Our business is globalizing rapidly, and our supply chains for procurement of raw materials, production, sales, and transport are expanding on a global scale. In recent years, business partners in Europe and other areas have begun to require that we disclose information related to the environment, reflecting the growing attention on environmental issues.

To respond to such societal demands, we have set “We actively protect the global environment and strive for harmonious coexistence between the Company and society” as our Declaration of Compliance, and are emphasizing carbon neutrality and a circular economy as we advance the cause of environmental conservation.

In recent years there have been a growing number of natural disasters such as extreme rainfall events and large-scale forest fires that are thought to be attributable to global warming. With a view to achieving carbon neutrality, we are moving ahead with measures to reduce our output of greenhouse gases significantly, such as switching to electricity generated using renewable sources. Plastic pollution of the marine environment is another increasingly serious issue, and we are promoting manufacturing with a focus on the three Rs (Reduce, Reuse, and Recycle) from the product research and development stages, as well as material recycling of blister packages (also known as press-through packages (PTP) in Japan), with a view to achieving a circular economy.

Promoting active protection of the global environment in the new medium-term environmental action plan

Although we have been actively working to reduce our impact on the environment by protecting biodiversity and instituting measures to counter climate change, we do not currently participate in international initiatives such as CDP or SBTi, or in task forces such as TCFD or TNFD, which disclose and assess the risks and effects of these efforts.

To disclose our environmental information based on these frameworks and be highly evaluated under the new system, we believe that we must engage in a variety of initiatives such as working with suppliers to reduce the greenhouse gases (Scope 3) emitted by other companies in the production and transport of the raw materials we procure, and be more proactive in efforts to preserve the biodiversity and the natural environment.

To that end, in the Medium-Term Environmental Action Plan 25–30, we have raised the greenhouse gas emissions reduction targets from those in the current Medium-Term Environmental Action Plan 21–25 and set new targets for recycling ratios for plastic and other waste.

Under our new management structure, we will work actively to preserve the global environment in order to meet the targets of the Medium-Term Environmental Action Plan 25–30 and will seek to become a company that is highly regarded by society.

- **Blister package**

Blister packages, known as press-through packs (PTP) in Japan, are a method of packaging medication in which tablets or capsules are placed between plastic and aluminum in sheet form.

Pressing the plastic section strongly breaks the aluminum, allowing the medication inside to be retrieved one tablet at a time.

- **CDP (formerly the Carbon Disclosure Project)**

CDP is a non-profit organization that assesses and discloses non-financial information such as environmental measures on climate change and other issues.

A questionnaire is sent to each company, responses are analyzed and evaluated, and the results are disclosed.

- **SBTi**

Science Based Targets initiative (SBTi) is an international initiative under which companies set greenhouse gas (GHG) reduction targets based on scientific evidence, and their validity is reviewed and certified.

- **TCFD**

Task Force on Climate-related Financial Disclosures (TCFD) is an international framework established to allow companies to appropriately disclose the financial effect of climate change.

- **TNFD**

Task Force on Nature-related Financial Disclosures (TNFD) is an international framework established to allow companies to appropriately disclose the financial effect of biodiversity or changes in the natural environment.

› Dr. Taguchi is also responsible for ensuring stable supply. Please also view this message.

Environment

Targets & Initiatives

Medium-Term Environmental Action Plan 21–25

The results of Medium-Term Environmental Action Plan 21–25 are shown below.
All targets were met.

Results of Medium-Term Environmental Action Plan 21–25

	Targets	Principal Initiatives and Results for the Period in Fiscal 2025	Evaluation
Energy conservation and global warming mitigation	Reduce GHG emissions by 58% by fiscal 2025 compared to fiscal 2019 (Global: Scope 1 + 2)	• 68% reduction compared to fiscal 2019	○
	Promote reduction of supply chain CO_2 emissions	• Joint transport of pharmaceuticals to reduce the number of transport vehicles, etc.	○
	Appropriately manage fluorocarbons	• Switch to non-fluorocarbon devices when replacing existing devices • Reduce the number of fluorocarbon devices by 22% compared to fiscal 2019	○

Reduction of waste, recycling and reuse of resources	Reduce amount of waste generated by 30% by 2025 compared to fiscal 2019 (Japan) Reduce amount of final waste disposed by 50% by 2025 compared to fiscal 2019 (Japan)	Compared to fiscal 2019 • 33% reduction of waste generated in Japan • 76% reduction in final waste disposal in Japan	○
	Promote reduction of plastic usage and recycling of waste	• Reduce plastic waste emissions in Japan by 44% compared to fiscal 2019 • Sale of used resin containers from production bases	○
Effective use of water resources	Reduce volume of water usage by 15% by 2025 compared to fiscal 2019 (Global)	• 45% reduction compared to fiscal 2019	○
Prevention of environmental pollution	Continue to maintain COD emissions at current levels compared to fiscal 2019 (Japan)	• 47% reduction compared to fiscal 2019	○
	Reduce PRTR emission substances (Japan)	• 46% reduction compared to fiscal 2019	○
Preservation of biodiversity	Promote understanding and reduce environmental impact on biodiversity Promote biodiversity preservation efforts	• Awareness of environmental impact through monitoring, etc., and measures to reduce impact • Participating in activities to protect the natural environment, such as tree planting in the Ikoma Mountains in Osaka Prefecture	○
Enhancement of environmental management	Strengthen environmental risk management, promote compliance, and prevent environmental accidents	• Ongoing environmental auditing and environmental education and training	○
	Maintain zero environmental accidents and violations of laws and regulations	• Maintained zero environmental accidents and violations of laws and regulations for nine consecutive years	○

Medium-Term Environmental Action Plan 25–30

The Group has set “We actively protect the global environment and strive for harmonious coexistence between the Company and society” as its Declaration of Compliance and is working on measures against global warming and efforts to achieve a circular economy.

In line with this commitment, we have formulated “Medium-Term Environmental Action Plan 25–30,” which focuses on six environmental themes as priority items, including monitoring indicators, and are promoting efforts to reduce our environmental impact.

Additionally, we have set a long-term target of achieving net zero GHG (greenhouse gas) emissions by 2050.

Greenhouse gas emission reduction targets (Global: Scope 1+2)
FY2050 target: Achieve Carbon Neutrality

Medium-Term Environmental Action Plan 25–30

Priority items	Targets	Environmental SDGs
Energy conservation and global warming mitigation	• 69% reduction in greenhouse gas emissions compared to fiscal 2019 by fiscal 2030 (Global: Scope 1 + 2) • Promote reduction in supply chain greenhouse gas emissions • Promote appropriate management of fluorocarbons	 Goal 7  Goal 13
Reduction of waste, recycling and reuse of resources	• 10% reduction in amount of final disposal to waste by fiscal 2030 (Global) compared to fiscal 2023 • Increase waste recycling rate to at least 65% by fiscal 2030 (Global) • Increase waste plastic recycling rate to at least 65% by fiscal 2030 (Japan)	 Goal 12
Effective use of water resources	• 5% reduction in volume of water usage by fiscal 2030 (Global) compared to fiscal 2023	 Goal 6
Prevention of environmental pollution	• 2-ton reduction in COD emissions compared to fiscal 2023 (Global) • Promote prevention of atmospheric and water pollution • Reduce PRTR substance emissions	 Goal 6  Goal 12

Preservation of biodiversity	• Enhance understanding of biodiversity and reduce environmental pressures affecting it • Promote biodiversity conservation initiatives	15 LIFE ON LAND **Goal 15**
Enhancement of environmental management	• Strengthen environmental risk management, promote compliance, and prevent environmental accidents • Maintain zero environmental accidents and environment-related compliance cases (serious violations and violations)	

Material Balance

The figures below show the amount of resources (inputs) directly consumed and the environmental impact (outputs) discharged by our business activities in fiscal 2025.

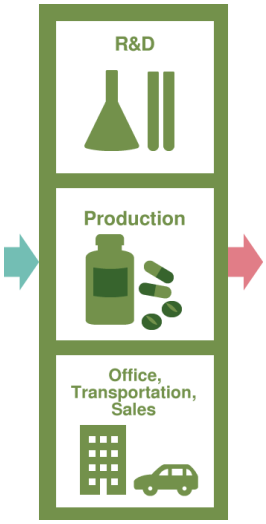
Inputs

Energy	Global	Japan	Overseas
Purchased electricity (MWh)	71,502	62,719	8,783
Electricity generated in-house using solar power(MWh)	108	0	108
Gases (Thousand m³)	4,656	4,492	163
Petroleum (kL)	2,528	2,483	45
Thermal equivalent (Thousand GJ)	924	839	85

Water	Global	Japan	Overseas
Supplied water / Industrial water (Thousand m³)	2,722	2,702	19
Fresh surface water(rivers, lakes, etc.) (Thousand m³)	532	532	0
Groundwater (Thousand m³)	9	0	9

Chemical substances	Global	Japan	Overseas
PRTR substances (t)	-	91	-
VOC* (t)	-	943	-

*Excluding PRTR substances



Outputs

Atmospheric Emissions	Global	Japan	Overseas
Greenhouse gases (Thousand tons-CO_2eq)	27	21	6
NOx (t)	4.8	4.6	0.2
SOx (t)	2.1	1.9	0.2
Particulate matter (t)	0.11	0.07	0.04
PRTR substances (t)	-	0.8	-
VOC* (t)	-	12.1	-

*Excluding PRTR substances

Wastewater	Global	Japan	Overseas
Wastewater output (Thousand m³)	3,182	3,161	21
BOD pollution load (t)	3.5	3.4	0.0
COD pollution load (t)	7.1	7.1	0.0
Nitrogen (t)	3.2	3.2	0.0
Phosphorus (t)	0.2	0.2	0.0
PRTR substances (t)	-	0.0	-
VOC* (t)	-	13.1	-

*Excluding PRTR substances

Waste	Global	Japan	Overseas
Waste generation (t)	1,674	1,586	88
Waste recycling (t)	1,084	1,073	11
Final waste disposal (t)	23	10	13

› Calculation Standards for Environmental Performance Indicators (178KB)

Participation in Initiatives and Industry Group Activities

The Group participates in the following initiatives and industry group activities to solve social issues related to the environment and continues to be a company that is trusted by society.

Activities of Japan Climate Initiative

In an effort to achieve the decarbonized society required in the Paris Agreement, the Company has participated in the Japan Climate Initiative* since 2021.

The JCI has consistently sent messages to the Japanese Government regarding meeting the 1.5℃ target set forth in the Paris Agreement, and in fiscal 2025 endorsed the Japan Climate Action Summit 2025 Declaration, “Leading the Transition to a Decarbonized Society — We Will Never Stop —.”

＊ The Japan Climate Initiative (JCI) is a network comprised of various entities (non-government actors) besides the national government that includes companies, municipalities, and NGOs, aiming to achieve a decarbonized society. Companies that are actively working on climate change measures are joining in support of the JCI Declaration which states, “Joining the front line of global trend for decarbonization from Japan.”

Activities of Pharmaceutical Industry Associations

The Company participates in environmental activities conducted by the Federation of Pharmaceutical Manufacturers’ Associations of Japan and the Japan Pharmaceutical Manufacturers Association, and is working to promote a circular economy and carbon neutrality in the pharmaceutical industry.

Environment

Climate Change Initiatives

Climate change is an environmental problem that has a significant impact on the continued existence of all life, including human beings, and responding to it is now a major challenge for the global community.

Increases in extreme weather events and worsening natural disasters associated with global warming may affect business continuity and the stable supply of pharmaceuticals. In response to these risks, the Group has positioned climate change initiatives as an important business issue and is working to reduce greenhouse gas (GHG) emissions associated with its business activities.

Reduction of GHG Emissions

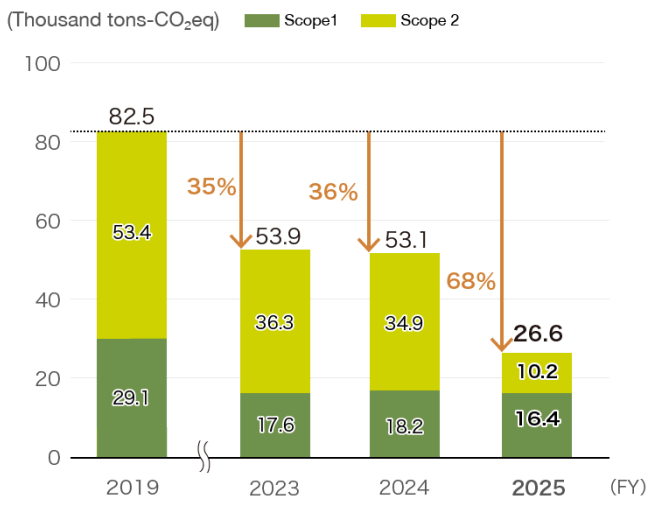
Scope 1 + 2

To mitigate climate change, the Group is endeavoring to reduce its energy consumption and prevent the leakage of fluorocarbons, and is promoting the reduction of GHG emissions. We have set the following targets for the Medium-Term Environmental Action Plan 25–30.

GHG emissions (Global: Scope 1 + 2)
69% reduction in GHG emissions by fiscal 2030 compared to fiscal 2019

GHG emissions for all global bases in fiscal 2025 were 26.6 thousand tons-CO_2eq, down 68% compared to fiscal 2019.
Of these, 16.4 thousand tons-CO_2eq were direct emissions due to fuel use, etc. (Scope 1), down 44% compared to fiscal 2019.
Indirect emissions (Scope 2) arising from purchased electricity, etc., were 10.2 thousand tons-CO_2eq, with the switch to electricity derived from renewable energy sources at production bases in Japan (Onoda and Yoshitomi) resulting in a drop of 81% compared to fiscal 2019.

GHG emissions (Scope 1 + 2)



Scope 3

Scope 3 GHG emissions were largest in category 1 (purchased goods and services), accounting for 95.8% of emissions overall in the Group. Category 1 is calculated based on purchase value and secondary data, with emissions increasing 18% compared to the previous fiscal year.

Going forward, we will strengthen engagement with suppliers and consider calculation methods that better reflect the actual state of emissions and will work to establish Scope 3 emissions reduction targets and reduce emissions.

Scope 3 GHG emissions

Category		GHG emissions (Thousand tons-CO_2eq)	Calculation method
1	**Purchased goods and services**	853.0	Calculated from the purchase prices of raw materials and products in Japan, which are multiplied by the emissions unit values from the Ministry of the Environment database*
2	**Capital goods**	27.8	Calculated from acquisition amounts of property, plant and equipment, for all consolidated companies in Japan and overseas, which are multiplied by the emissions unit values from Ministry of the Environment database*
3	**Fuel- and energy-related activities not included in Scope 1 or 2**	8.5	Calculated from the amount of energy used at Group offices in Japan and overseas, which is multiplied by emissions unit values from Ministry of the Environment database* or the emissions unit values from the LCI database (IDEAv2.3)
4	**Upstream transportation and distribution**	2.3	Calculated from transportation ton-kilometers for shipments in Japan from plants to distribution centers, shipments from distribution centers to wholesalers, and shipments from sales-promotion item warehouses to branches, sales offices, etc., using the ton-kilometer method in the greenhouse gas emission calculation and reporting manual from Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry Calculated from electricity used for storage management at outsourced distribution centers and sales-promotion item warehouses, multiplied by the actual emissions factor indicated in the emissions factors for electric power enterprises announced by the Ministry of the Environment and the Ministry of Economy, Trade and Industry on January 9, 2026

5	**Waste generated in operations**	1.6	Calculated from the amounts of waste, by type, from Group offices in Japan (production and research bases, headquarters/Tokyo Head Office, distribution centers, and sales offices), which are multiplied by emissions unit value from Ministry of the Environment database*
6	**Business travel**	0.6	Calculated from number of employees in Japan and overseas, which is multiplied by the emissions unit value from Ministry of the Environment database*
7	**Employee commuting**	0.9	Calculated by multiplying transportation costs incurred in Japan and overseas by the emissions unit values from the Ministry of the Environment database*
12	**End-of-life treatment of sold products**	0.2	Calculated from amount of recycling obligation based on the Containers and Packaging Recycling Law in Japan, which is multiplied by the emissions unit value from Ministry of the Environment database*
	Total	895.0	

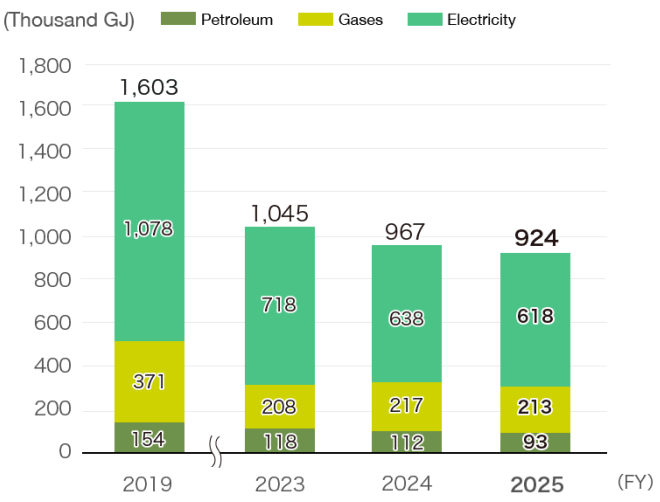
＊ Ministry of the Environment database: database on emissions unit values for calculating greenhouse gas emissions, etc., by organizations throughout the supply chain (Ver. 3.6)

Reduction of Energy Consumption

The Group in Japan holds energy liaison committee meetings with personnel responsible for energy at each base, sharing information on energy conservation measures and trends in energy use at each base and throughout the entire Group, and considers approaches for future initiatives. We are also promoting energy conservation activities globally by creating energy management systems throughout the Group.

Each base is undertaking a variety of efforts directed at energy conservation, such as updating to high-efficiency equipment, switching to LED lighting and shutting off air conditioning in manufacturing areas during extended vacations. In addition, we are engaged in a companywide energy conservation campaign, cutting down power consumption during lunch breaks (turning off lights, air conditioning, and office equipment) and encouraging the use of stairs, etc., as well as promoting measures that employees can incorporate into their everyday routines.

Energy use (Global)





Energy conservation campaign poster

Initiatives to Reduce GHG Emissions

Promoting Carbon Neutrality

The Group has created a roadmap for the carbon neutrality action plan (introduction of renewable energy, switching to next-generation vehicles, fuel conversion for boilers, etc.), and is promoting carbon neutrality.

Use of Renewable Energy

The use of renewable energy is an effective measure that will lead to a reduction in GHG emissions.

The Group has introduced the use of electricity from renewable energy sources at the Shonan Office and some offices in Europe, and in fiscal 2025 the Group also switched to such electricity at its production bases in Japan (Onoda and Yoshitomi). Additionally, we are installing solar power generation facilities at Tanabe Pharma Korea’s Hyangnam Plant.

Going forward, we will evaluate the introduction of electricity from renewable energy sources based on the conditions at each base and promote the reduction of GHG emissions.

Introduction of Eco-Friendly Vehicles

The Group is shifting steadily from gasoline-powered vehicles to hybrid vehicles and is working to promote eco-driving to reduce GHG emissions from company-owned vehicles (switch to hybrid vehicles planned for completion in fiscal 2028).

In addition to transitioning to hybrid vehicles, we are continuing to evaluate the introduction of electric vehicles (EVs).

Trends in promoting energy-efficient driving

		FY2019 (Base year)	FY2023	FY2024	FY2025
Ratio of company-owned vehicles that are hybrid vehicles		67%	70%	82%	87%
CO_2 emissions from company-owned vehicle fuels (Japan)	**CO_2 emissions**	4,165 tons-CO_2	3,596 tons-CO_2	3,145 tons-CO_2	2,225 tons-CO_2
	Ratio of reduction in CO_2 emissions (compared to fiscal 2019)	—	14%	24%	47%

Controlling Fluorocarbon Emissions

The Group is working to prevent leaks of fluorocarbons, which damage the ozone layer and contribute to the greenhouse effect.

We use a ledger to manage equipment containing fluorocarbons that is installed at our bases in Japan appropriately in accordance with the Act on Rational Use and Appropriate Management of Fluorocarbons and comply with installation standards and conduct regular equipment inspections. When disposing of the equipment, we recover and destroy the fluorocarbons appropriately and maintain a record of this for three years.

Furthermore, when installing equipment containing fluorocarbons, we select models that take into account global warming potential and energy-saving performance and promote the transition to non-fluorocarbon devices when existing devices are replaced.

In fiscal 2025, at production and research bases in Japan, the amount of fluorocarbon leakage was 44 kg (76 tons-CO_2eq). The amount of fluorocarbon leakage for Group companies in Japan has been below the threshold for reporting to regulatory authorities for all years since fiscal 2015, when the leakage reporting system was established.

Environment

Water Resource Initiatives

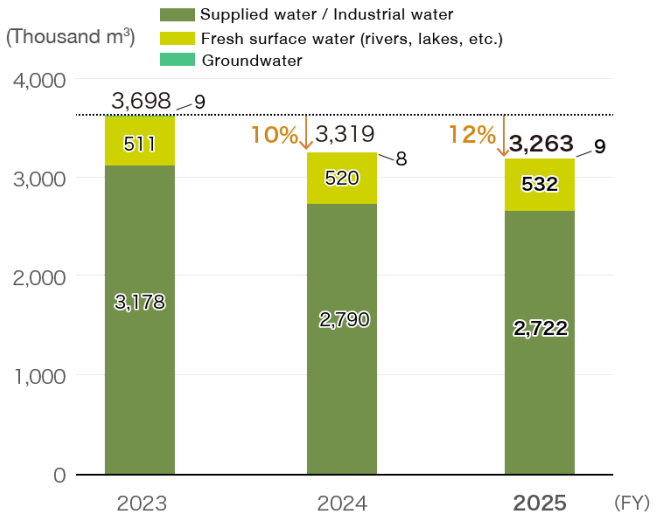
Water shortages and increased flood risks due to climate change are becoming a social issue, and securing good-quality water is important to the research and manufacture of pharmaceuticals. Recognizing this, the Group is working to manage its water usage appropriately and make effective use of water resources.

We have set reducing water usage as a target in the Medium-Term Environmental Action Plan 25–30 and manage water usage and the volume of wastewater appropriately in our business activities while promoting water-saving initiatives.

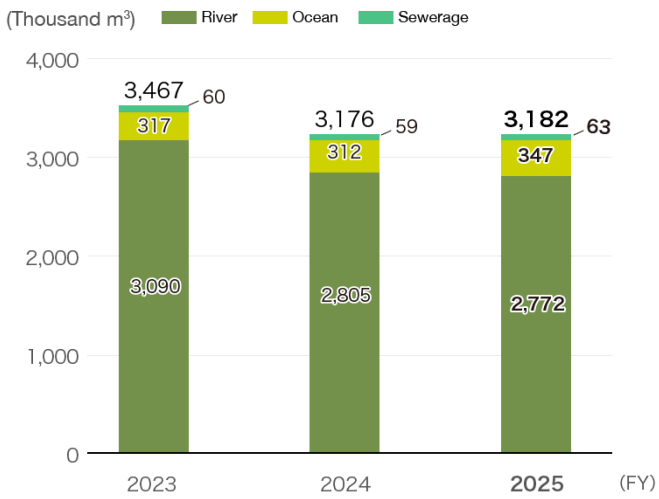
Water usage reduction target (Global)
5% reduction in volume of water usage by fiscal 2030 compared to fiscal 2023

Globally, our total water usage in fiscal 2025 was 3,263 thousand m³, a 12% reduction compared to fiscal 2023. This was due to the promotion of everyday water-saving activities, as well as the use of on-site recycled water and the optimization of water intake at our plants.
In fiscal 2025, our total volume of wastewater was 3,182 thousand m³, mainly discharged to rivers.

Volume of water usage (Global)



Volume of wastewater (Global)



Water Risk Assessment

In recent years, the impact of climate change has increased risks such as water resource depletion, flooding, and storm surges. The Group utilizes the “Aqueduct” water risk assessment tool from the World Resources Institute (WRI) to conduct assessments of risk at production and research bases in Japan and overseas. As a result of these assessments, one of our overseas production bases (Indonesia) was identified as a high-risk location.

Additionally, in environmental audits we conduct hearings at each base and check the status of risks. In Indonesia we have taken the measures required, such as reviewing the amount of water reused.

Risk assessment

Business locations	Water stress assessment	Future water stress changes
Yokohama Office	Medium–High (20–40%)	No major changes until 2080
Shonan Office	Medium–High (20–40%)	
Onoda Office, Onoda Plant	Low–Medium (10–20%)	
Yoshitomi Plant	Low–Medium (10–20%)	
Hyangnam Plant (Korea)	Medium–High (20–40%)	
Hsinchu Plant (Taiwan)	Low–Medium (10–20%)	
Bandung Plant (Indonesia)	**High (40–80%)**	

Environment

Initiatives to Reduce Waste and Recycle Resources

Reduction of waste and promotion of resource recycling are important initiatives toward reducing environmental impact and achieving a sustainable society. At the Group, we promote effective use of resources in pharmaceutical research and production, and work toward the realization of a circular economy.

We have set reducing the amount of final waste disposal and improving our recycling rate as goals under the Medium-Term Environmental Action Plan 25–30 and will promote efforts centered on the “3Rs (Reduce, Reuse, Recycle) + Renewable.”

Waste reduction targets

- 10% reduction in the amount of final waste disposal by fiscal 2030 compared to fiscal 2023 (Global)
- Increase of waste recycling rate to at least 65% by fiscal 2030 (Global)
- Increase of waste plastic recycling rate to at least 65% by fiscal 2030 (Japan)

Proper Management of Waste

As a waste-discharging enterprise, the Group properly implements and manages the conclusion of agreements with contractors for waste collection, transportation and disposal, and management of electronic manifests, and manages waste appropriately.

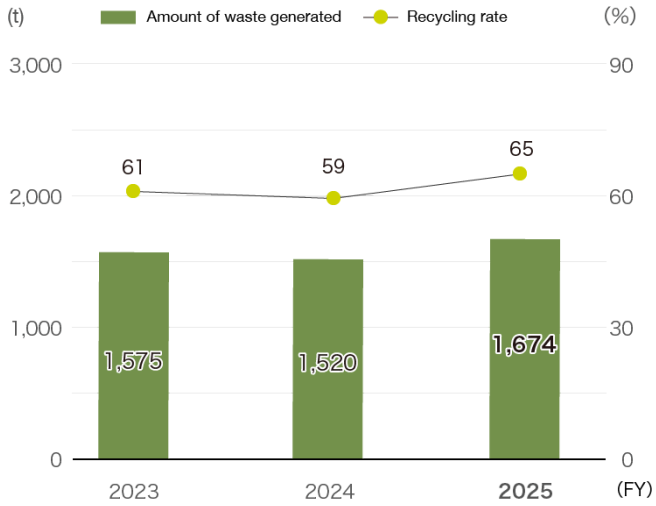
With regard to the selection of waste disposal contractors, we conduct onsite verification before concluding contracts and give precedence to hiring contractors that proactively recycle resources.

Our total final disposal volume around the world for fiscal 2025 was 44% less than for fiscal 2023. Additionally, the waste recycling rate increased to 65% due to progress in initiatives at the Indonesia plant.

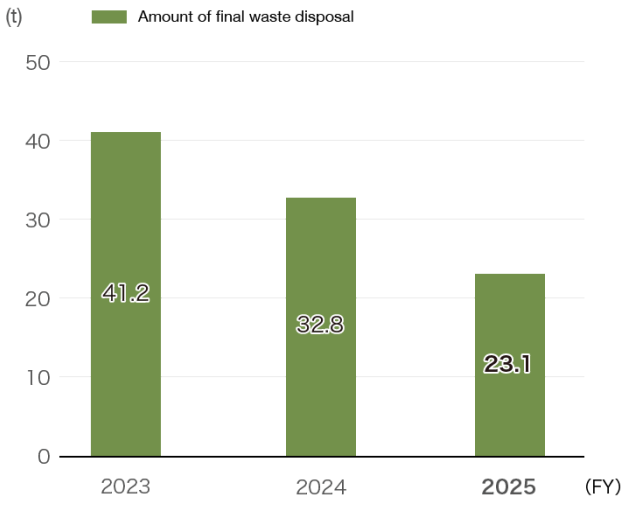
Furthermore, we are promoting initiatives to treat decommissioned equipment and solvents recovered from manufacturing processes as valuable resources rather than as waste, and processed 333 tons in Japan as valuable resources in fiscal 2025.

Going forward, we will revise our processing methods and contractors and work to improve our recycling and reduce the amount of final waste disposal.

Amount of waste generated and recycling rate (Global)



Amount of final waste disposed (Global)



Reduction of Plastic Consumption and Promotion of Recycling

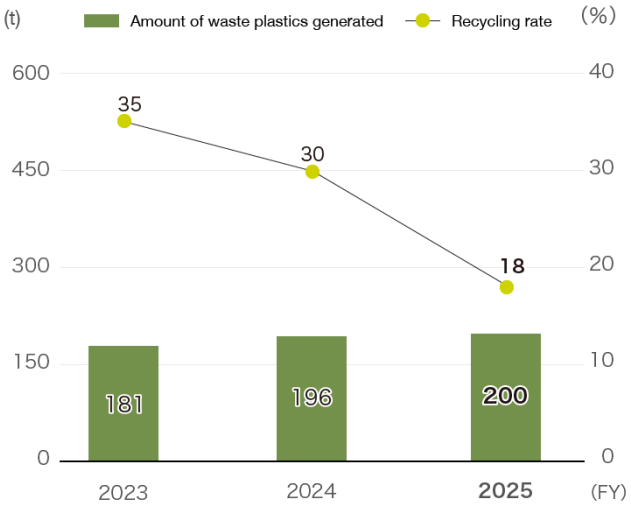
In recent years, environmental pollution caused by the discharge and long-term accumulation of plastic waste in the ocean and other environments has become a global problem. Additionally, combustion of plastic, which uses fossil resources as a raw material, leads to increased greenhouse gas emissions.

In the Group, to address these issues, we are taking measures such as adopting biomass plastic materials used for packaging pharmaceuticals and recycling waste plastics.

The Group’s recycling rate for plastic waste in Japan in fiscal 2025 was 18%. We will continue to evaluate measures aimed at expanding recycling.

Additionally, the Group manages plastic waste appropriately in accordance with the Act on Promotion of Resource Circulation for Plastics, which came into effect in April 2022. In fiscal 2025, Tanabe Pharma Corporation emitted 97 tons, and Tanabe Pharma Factory emitted 103 tons.

Amount of waste plastics generated and recycling rate (Japan)



Environment

Initiatives to Prevent Pollution

To protect ecosystems and the local environment, it is important to prevent environmental pollution in pharmaceutical research and production. The Group works to prevent air and water pollution, soil contamination, noise, vibration, offensive odor and other forms of pollution. Each base sets voluntary standards stricter than statutory emission standards and carries out appropriate environmental management.

Additionally, we have set targets for preventing environmental pollution in the Medium-Term Environmental Action Plan 25–30 and are promoting various initiatives. We are working to prevent external leaks of volatile organic compounds (VOCs) and PRTR substances, as well as reduce waste emissions to the environment.

COD emissions reduction target
2-ton reduction in COD emissions compared to fiscal 2023 by fiscal 2030 (Global)

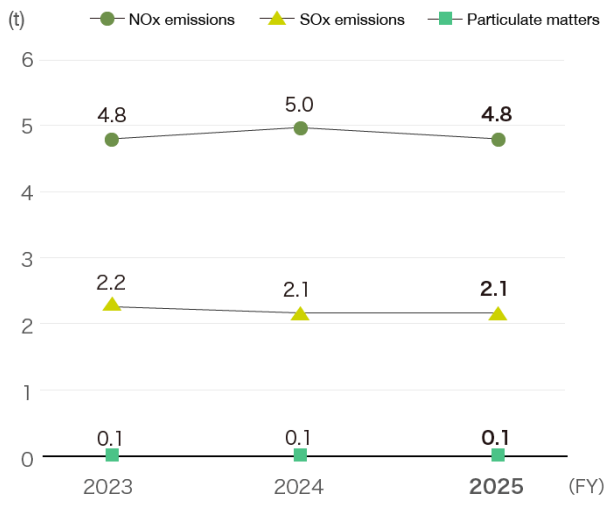
Prevention of Air Pollution

The Group controls the generation of soot and smoke by reducing the operating time of fuel-driven boilers, water heaters and coolers, and power generators.

At our bases in Japan, we reduce the concentration of air pollutants in soot and smoke by mainly converting the fuel for these soot and smoke generating devices from oil to gas.

We have also enhanced measures to prevent environmental pollution in soot and smoke generating devices at our overseas bases by addressing the increasingly strict regulations of each country and improving and updating the devices as needed.

Emissions of air pollutants (Global)



Prevention of Water Pollution

To the extent possible, waste containing hazardous substances generated at the Group's production and research sites is managed and disposed of as industrial waste to prevent contamination of wastewater.

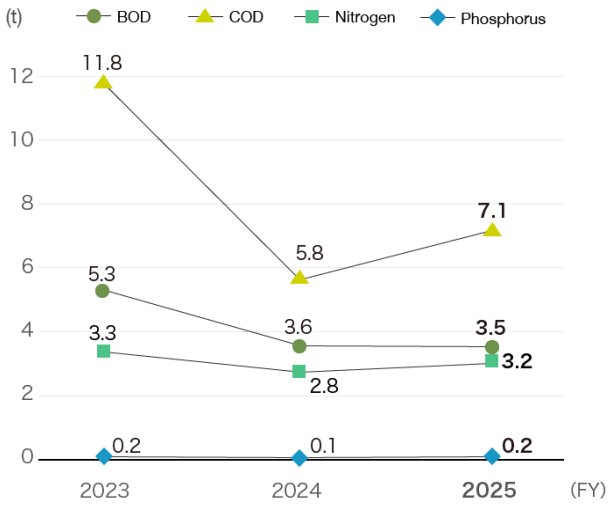
Also, we take measures such as purifying wastewater and adjusting its pH before discharge to comply with emission standards.

In particular, at Tanabe Pharma Factory facilities (the Onoda and Yoshitomi plants) and Mitsubishi Tanabe Pharma Indonesia* (the Bandung Plant), we use wastewater processing facilities within factory grounds to process water appropriately, complying with standards for emissions to public water bodies. Additionally, at two plants in Japan, we constantly measure the pH, COD, nitrogen, and phosphorus contained in wastewater. If we detect an abnormality, we immediately halt wastewater discharge and store it in a reserve water tank.

Our COD discharge in fiscal 2025 was 7.1 tons, a 4.7-ton reduction compared to fiscal 2023.

＊ Mitsubishi Tanabe Pharma Indonesia changed its name to Tanabe Pharma Indonesia in October 2026.

Environmental impact on public water bodies (Global)



Prevention of Soil and Groundwater Pollution

The Group conducts land use history surveys of bases in Japan where it owns land to identify soil contamination risk. To date, if surveys have found that the soil or groundwater is contaminated, we have notified the authorities and taken appropriate action.

Prevention of Noise, Vibration, and Odor

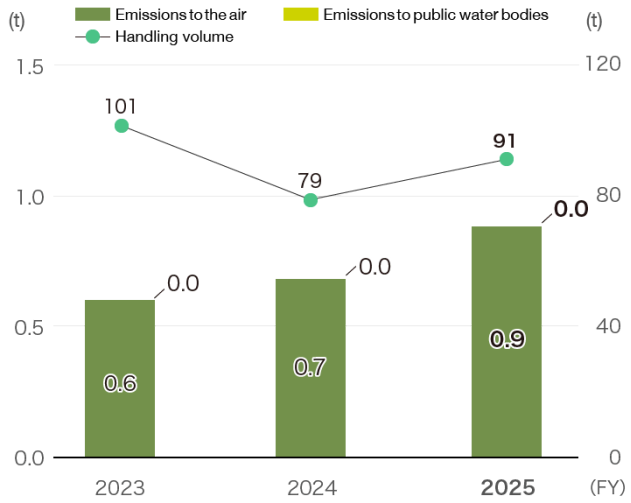
At our bases in Japan, we monitor noise, vibration, and odor in accordance with related laws and regulations and confirm that they are within the established standards.

PRTR Substances and VOCs

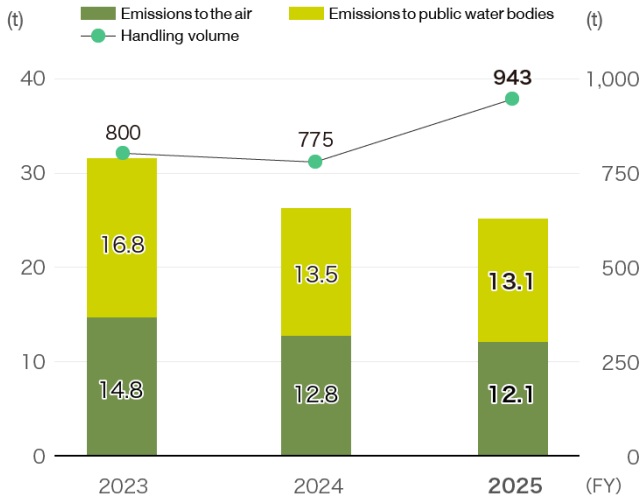
Based on the Law concerning Pollutant Release and Transfer Register (PRTR), the Group manages the amount of PRTR substances handled at our facilities and the emissions to the environment, and properly notifies the relevant regulatory authorities.

All organic waste solvents containing PRTR substances discharged from research centers are treated as industrial waste to minimize the discharge to public water areas.
We are reducing VOC emissions by managing emissions and amounts handled, setting up collection facilities, and reducing emissions into the environment.
We are also moving forward with improvements to production processes and reducing the amount of target organic solvents used.
In fiscal 2025 the Group's emissions of PRTR substances to the atmosphere and to public water areas in Japan totaled 0.9 tons, a 50% increase compared to fiscal 2023, primarily due to factors such as changes in production volumes.

Emission of PRTR substances (Japan)



Emission of VOC (excluding PRTR substances) (Japan)



PCB Disposal

We completed disposal of all devices using high-concentration polychlorinated biphenyl (PCB) at the Group's bases in Japan.

Furthermore, we are conducting a confirmation survey of items with a low concentration of PCBs, including notification from the Ministry of Economy, Trade and Industry (March 31, 2022), and plan to complete disposal by March 31, 2027, the disposal deadline.

Asbestos

Surveys for sprayed asbestos have been conducted at Group bases in Japan in the past under the Ordinance on Prevention of Asbestos Hazards, and we are taking relevant measures to prevent asbestos scattering. Additionally, when demolishing or renovating buildings in association with business restructuring, we implement appropriate measures to comply with the law, such as checking for the presence of asbestos in the sprayed materials, insulation, and building materials to be moved, and reporting the results of these checks to the government.

Genetically Modified Organisms, Pathogens, etc.

The Group is engaged in drug discovery research aimed at various modalities, and opportunities to handle various research materials and samples are increasing. In the use of genetically modified organisms, we have established in-house regulations based on relevant government and ministerial ordinances, such as the “Law Concerning the Conservation and Sustainable Use of Biological Diversity through Regulations on the Use of Living Modified Organisms (Cartagena Act),” which we comply with. Moreover, the in-house Ethics Review Committee conducts prior reviews of measures to prevent the release of living modified organisms into the environment and thereby helps prevent their unintended release.

In addition, regarding the use of pathogens and research materials and samples that may contain them, we have established internal regulations based on laws and regulations including the “Act on the Prevention of Infectious Diseases and Medical Care for Patients with Infectious Diseases (the Infectious Diseases Control Law)” and prevent the leakage of pathogens.

Environment

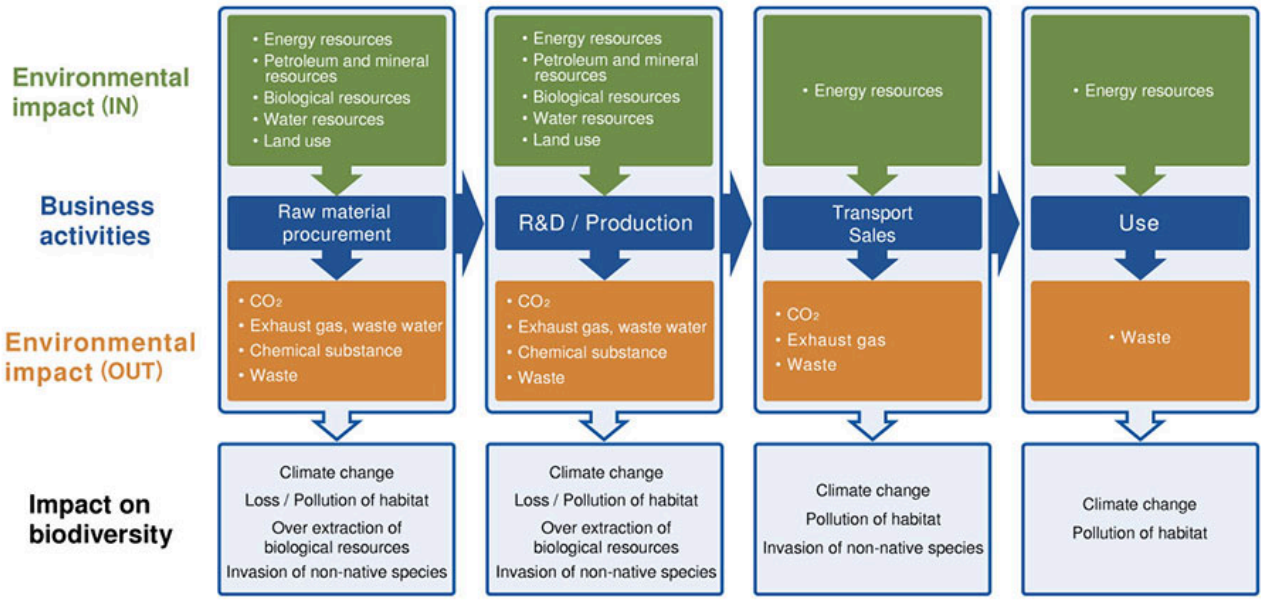
Biodiversity Initiatives

The Group recognizes that the sound maintenance and preservation of biodiversity is essential to the pursuit of sustainable business and works to conserve biodiversity through a wide range of activities, including reducing environmental impacts, promoting the sustainable use of genetic resources, fostering harmonious coexistence with nature and society, and raising awareness within the Company. Furthermore, we have set targets for biodiversity preservation in the Medium-Term Environmental Action Plan 25–30, and are working to achieve them.

Relationship Between Business Activities and Biodiversity

It is important to understand the relationship between business activities and biodiversity and work to preserve it. To that end, the Group strives to understand its environmental impact in the value chain in terms of both its use of resources (IN) and its discharge of waste and by-products (OUT). We are deepening our understanding of our business impacts and dependencies on biodiversity. In addition, we assess and evaluate the environmental impact generated by our business activities, and work with each site to reduce its environmental impact.

Map of relationship between our business and biodiversity



Note: Created by referencing the Business & Biodiversity Interrelationship Map of the Japan Business Initiative for Biodiversity (JBIB)

Activities to Preserve Biodiversity and the Natural Environment

To understand the importance of biodiversity and the natural environment and preserve them, the Group has participated in the Ikoma Mountain Range “Folding Screen of Flowers” Project.* These activities promote awareness towards protecting the natural environment and serve as an opportunity to facilitate communication within the Group.

＊ An environmental event sponsored by the Osaka Prefectural Government. We have been participating in these activities since 2009.

Initiatives in Fiscal 2025

- **The Ikoma Mountain Range “Folding Screen of Flowers” Project**
  In November 2025, a total of 19 employees and their family members participated in clean-up activities while hiking Mount Takayasu in Yao City, Osaka Prefecture.



The Ikoma Mountain Range “Folding Screen of Flowers” Project

Campaign to Promote Environmental Conservation Activities

To further promote biodiversity conservation activities, we have conducted a campaign to promote environmental conservation activities since fiscal 2017. In this campaign, we distributed the Company's original towel scarf on which “For the Environment” was printed to participants and all employees who worked together to promote environmental conservation activities. Through clean-up activities, we are working to beautify the town and prevent environmental pollution by removing plastics and other waste that had been swept out to the ocean.

- **46th clean operation (Yoshitomi Plant)**

As part of its contribution to the local community, the Yoshitomi Plant continues to conduct “clean operation” every year.
In fiscal 2025, a total of 146 employees and their family members cleaned up the area around the office, collecting combustibles, including plastic bottles, as well as bottles and glass items.



Clean operation

› Click here to view other activities.

Environment

Environmental Accounting

The Group promotes effective and efficient environmental management by monitoring and analyzing the costs and effects of environmental conservation activities (reduction of impact and economic effect). The Group's disclosure is based on the Ministry of the Environment's Environmental Accounting Guidelines 2005.

Environmental conservation costs

Item	Invested (millions of yen)	Expended (millions of yen)
Pollution prevention	192	316
Global environmental protection	185	110
Recycling and reuse of resources	0	95
Upstream and downstream activities	0	12
Administrative activities	0	213
Research and development	0	0
Community activities	0	3
Environmental remediation costs	0	6
Total	377	755

Environmental conservation effects

Environmental performance indicator in Japan (Units)	Environmental load		Percentage change from previous year
	FY2024	FY2025	
Energy used (thousand GJ)	882	839	-5%
Volume of water usage (thousand m^3)	3,293	3,234	-2%
Scope 1 + 2 greenhouse gas emissions (thousand tons-CO_2eq)	48	21	-56%
SOx emissions (tons)	1.8	1.9	6%
NOx emissions (tons)	4.4	4.6	5%
Amount of waste generated (tons)	1,431	1,586	11%
Amount of waste recycled (tons)	892	1,073	20%
Amount of final waste disposed (tons)	9	10	11%
Volume of wastewater (thousand m^3)	3,157	3,161	0.1%
Amount of PRTR substances emitted to the air and public waters (tons)	0.7	0.9	29%
BOD pollution load (tons)	3.6	3.4	-6%
COD pollution load (tons)	5.7	7.1	25%

Economic benefits related to environmental protection

Environmental protection initiatives	Economic effect (thousands of yen)
Cost reductions through energy conservation/ Updating to high-efficiency equipment	33,962
Income from recycling	45,754
Cost reductions through recycling and conservation of resources	7,256
Total	86,972

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Research & Development

Basic Approach to Discovery Research

As one of the world's oldest pharmaceutical companies, the Company has delivered a multitude of unprecedented treatment options. Our history is one of not only eliminating incurability, but also offering treatment options. We will continually create new drugs for the world in response to our MISSION of "Creating hope for all facing illness."

With regard to the selection of research and development themes, we define priorities through in-house discussion processes while emphasizing the importance of the magnitude of unmet medical needs, scientific rationale, and the value provided to patients, allocating our limited research assets effectively.

Disease Areas

Our focus is on the two priority disease areas of the central nervous system and immuno-inflammation. At the same time, we are addressing new areas such as cancer and new modalities* and will identify areas and technologies that will become the pillars that support our future.

* Modality refers to a therapeutic approach in drug discovery, such as small and medium-sized molecule compounds, therapeutic antibodies, nucleic acid drugs, and gene therapy.

Drug Discovery Activities

In the field of drug discovery, to identify drug discovery targets and broaden our opportunities to acquire new technologies, we are moving forward with creating environments such as the "Shonan Health Innovation Park (Shonan iPark)" which facilitate the creation of new synergies. In conjunction with this, we promote open innovation in collaboration with industry, academia, and government, and actively utilize external drug discovery resources.

Through efforts such as these, we work to quickly discover pharmaceuticals that may represent new treatment options, helping to create a sustainable society by improving patients' satisfaction with their treatment and contributing to social security.

Intractable Disease Initiatives

We have created treatment options for intractable diseases such as inflammatory bowel disease and multiple sclerosis.

Development and Provision of Therapeutic Drugs

The Company created edaravone as a treatment for ALS (amyotrophic lateral sclerosis), providing treatment options for many countries and regions, including Japan.

The edaravone business was transferred to Shionogi & Co., Ltd., in December 2025. The supply system for the therapeutic drugs remains unchanged after the transfer, and measures are in place to ensure that patients are not affected.

Going forward, the Company will position responding to unmet medical needs, including those of patients with intractable or rare diseases, as important research themes, and will work to discover drugs through the use of new technologies and open innovation.

› Notice Regarding Execution of Transfer the RADICAVA Business

New Initiatives

Dersimelagon is being developed as a new treatment option for erythropoietic protoporphyria and X-Linked protoporphyria, which cause painful skin symptoms when exposed to sunlight. In January 2026, we obtained topline results for the global Phase 3 clinical trial (the INSPIRE study) for this drug.

› MT-7117 Demonstrates Positive Topline Results in Development for the Ultra-Rare Disease, Erythropoietic Protoporphyria (EPP) and X-Linked Protoporphyria (XLP)

We are also moving ahead with development of Dersimelagon as a treatment for systemic sclerosis, which is a rare disease characterized by hardening of the skin and internal organs, and began clinical trials in 2021.

We will continue to conduct research and development to achieve our MISSION and contribute to the realization of a healthy and sustainable society by creating hope for many patients and their families around the world who are fighting intractable diseases.

Advancing Open Innovation

Environments for the discovery of new drugs are changing dramatically, with the difficulty of discovery increasing with every year. Under such circumstances, we are aggressively advancing open innovation to continuously offer new drugs that have value for patients and on the medical front lines.

We established a strategic R&D base in Shonan Health Innovation Park (Shonan iPark) in Kanagawa Prefecture in May 2019. We are creating and expanding opportunities to collaborate by forming human networks with pharmaceutical companies, drug discovery ventures, drug discovery support services, research and medical equipment manufacturers, as well as AI and IoT companies.

Main Alliances for Fiscal 2025

Date announced	Alliance details	Alliance partner
July 2025	To initiate joint research aiming to create innovative cancer drugs in Targeted Alpha Therapy	Veneno Technologies Co., Ltd. Alpha Fusion Co., Ltd.

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Stable Supply

Stable Supply of Pharmaceuticals

The Group manufactures and supplies high-quality pharmaceuticals and strictly controls product quality from acceptance testing of raw materials procured in Japan and overseas to the manufacture of GMP-compliant active pharmaceutical ingredients and drug products as well as testing and inspection, thus supplying premium quality products which patients and healthcare professionals can use safely and with peace of mind.

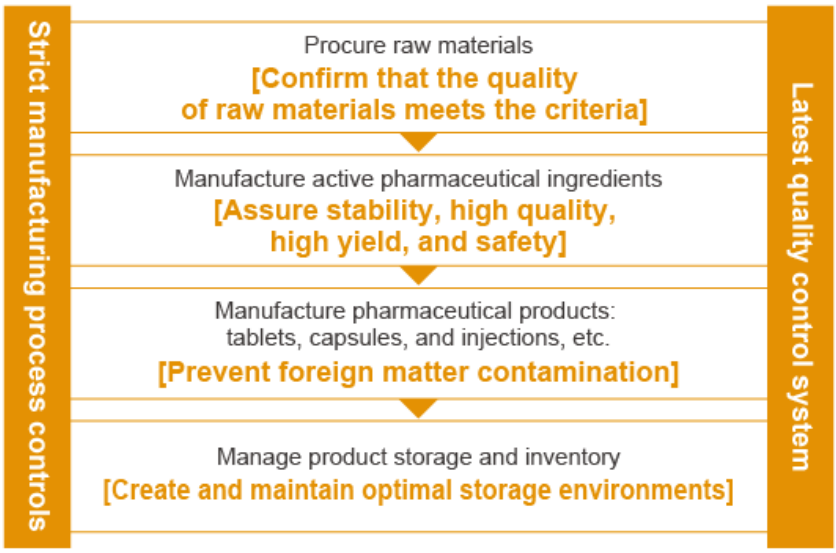
As a global research-driven pharmaceutical company, we manufacture pharmaceuticals based on a wide range of technologies and proprietary know-how developed over many years. To further ensure quality, the Product Supply Division, the CMC Laboratories, and the Global Quality Assurance Department collaborate with the Group's manufacturing plants to develop production technologies to enhance quality, stabilize supply, and reduce costs from the early development stages of new pharmaceutical products. In addition, the Group's manufacturing plants (two in Japan and three overseas) together with manufacturing subcontractors are creating a global production system that delivers a stable supply of our products to many people around the world.

In 2016, we built a new manufacturing facility for solid dosage formulations within the Yoshitomi Plant in Japan. This highly productive facility can supply pharmaceuticals in accordance with global quality standards, while further contributing to both the improvement of manufacturing technologies and the reduction of manufacturing costs.

Since 2017, we have worked with BIKEN Co., Ltd., a company established from the vaccine manufacturing business of the BIKEN Foundation, to strengthen our production base and ensure a stable supply of vaccines. In 2024, we released a five-in-one vaccine (GOBIK Aqueous Suspension Syringes) that added the antigen component of Haemophilus influenzae type b (Hib) to the existing four-in-one vaccine, contributing to reducing the number of routine vaccinations required.

We have been working to diversify and decentralize our sourcing of drug substances and raw materials and to secure safety stocks of these items in order to address global supply chain uncertainty caused by the COVID-19 pandemic, the Russian Federation's invasion of Ukraine, and the deteriorating situation in the Middle East.
These initiatives have enabled us to make meaningful progress in strengthening our production foundation. Building on trusted partnerships with our suppliers, we continue working to secure a stable supply of pharmaceutical products.

Pharmaceutical manufacturing process





We will provide a stable supply of high-quality pharmaceuticals to patients around the world.
See here for a message from the Head of Product Supply Division.

Manufacturing Systems in Asia Other than Japan

In Asia, we have manufacturing/sales bases in South Korea, Taiwan, and Indonesia, and we provide products that meet the quality standards and market needs in each country.

In Asian markets—especially the ASEAN pharmaceutical market—growth is expected, and to meet this growing demand, we increased production capacity at Mitsubishi Tanabe Pharma Indonesia,[*1] an Indonesian subsidiary that produces oral agents for the domestic Indonesian and ASEAN markets, and in 2015, built a new facility to manufacture drug preparations to comply with PIC/S GMP (Indonesia).[*2]

Tanabe Pharma Korea, a local subsidiary in South Korea, manufactures high-quality injections and other pharmaceuticals as a PIC/S GMP-compliant manufacturing facility, and supplies them to South Korea, Europe, and Japan, and also supplies some of these products to Mongolia. In addition, Taiwan Tanabe Seiyaku, a local subsidiary in Taiwan, has obtained PIC/S GMP certification and manufactures high-quality oral and external preparations. Among these, sugar-coated tablets are also exported to Japan.

In the future, we will continue to expand business in Asia, a growth market. By providing a stable supply of high-quality products, we will contribute to people around the world who want to live a healthy and prosperous life and fulfill our corporate social responsibility.



Hyangnam Plant,
Tanabe Pharma Korea



Hsinchu Plant,
Taiwan Tanabe Seiyaku



Exterior view of pharmaceutical production building,
Mitsubishi Tanabe Pharma Indonesia*1

＊1 Mitsubishi Tanabe Pharma Indonesia changed its name to Tanabe Pharma Indonesia in October 2026.
＊2 PIC/S: Abbreviation for Pharmaceutical Inspection Convention and Pharmaceutical Inspection Co-operation Scheme

Managing Distribution to Ensure a Stable Supply

As a pharmaceutical company, Tanabe Pharma steadily and reliably provides high-quality pharmaceuticals, when they are needed and to the patients who need them. We have built a supply system that can provide a stable supply of drugs to patients, even in the event of a disaster or other unexpected situation.

Initiatives at the Distribution Center

Supply system

We ship pharmaceuticals to customers through a dual-base supply system comprising the New East Japan Distribution Center (Kuki City, Saitama Prefecture) and the New West Japan Distribution Center (Kobe City, Hyogo Prefecture). To reduce a variety of risks that could adversely affect a stable supply, both centers have earthquake isolation systems, in-house power generators, and redundant installations of important equipment. In this way, they are designed to be able to maintain a supply of pharmaceuticals, even during major disasters and pandemics. Even if one distribution center stops functioning, we can continue to supply pharmaceuticals from the other center. We have put measures in place that prioritize stable supply, such as constructing mechanisms that enable an immediate switch to an alternate server in another location when a system server is affected by a disaster.

We are also working to enhance stable supply on the transport front. In our distribution operations in Japan, we began joint transportation with two other manufacturers in compliance with the GDP Guidelines for the transport of pharmaceuticals. The number of manufacturers participating in this initiative has increased steadily since its launch in 2023, and it continues to operate stably. We have jointly established standards for managing transport and are transporting products efficiently by ensuring quality through temperature control during transportation from each company’s distribution centers to pharmaceutical wholesalers.

Transporting products from multiple different manufacturers in a single load lowers the number of vehicles on the roads, reducing transport costs and CO2 emissions. Initiatives such as these have been recognized for supporting the stable supply of pharmaceuticals and for the contribution they make to addressing issues faced by the entire industry, including customers, such as the transport industry, which is faced with a driver shortage.

Incoming/Outgoing shipments and inventory control procedures

The distribution centers employ an inventory control system that accurately and carefully monitors incoming and outgoing shipments and inventory control procedures in lot units. The introduction of the inventory control system enables the Company to appropriately store and control pharmaceuticals according to various criteria, including pharmaceutical characteristics and storage temperatures. In addition, in response to data received from higher level systems, we can rapidly conduct operations without mistakes.

Training

We periodically conduct training for the employees who use the distribution center facilities and systems. In this way, we seek to enhance the skills of each employee and to reduce human error. At the same time, by increasing awareness of pharmaceutical distribution extending all the way to the patient, we are working to build a system that can maintain a secure, safe, and stable supply of pharmaceuticals.

Quality Control in the Distribution Process

Tanabe Pharma distribution centers take a rigorous approach to quality control in the distribution process. This attention to detail helps ensure that pharmaceuticals are as high in quality when they reach patients as they are when manufactured under strict GMP controls at the Company’s production plants.

Meeting GDP

The Company complies with the structural facility requirements under the Pharmaceuticals and Medical Devices Law (the Law on Securing Quality, Efficacy and Safety of Products including Pharmaceuticals and Medical Devices) of Japan and other relevant regulations as well as various operational requirements. In addition, it has constructed a system that meets the Japanese version of Good Distribution Practice (GDP) guidelines. In light of the characteristics of the pharmaceuticals that we handle, we have developed distribution policies, procedure manuals, and facilities for quality assurance (especially temperature control), proper control of the distribution process, and preventing contamination by counterfeit medicines and their distribution, which are shown in the guidelines. We strictly observe these policies and manuals in conducting our business in order to maintain distribution quality in terms of both the physical and operational aspects.

Handling of cold storage products

In particular, for cold storage products, which require rigorous temperature control, in addition to periodic temperature validation and thermometer calibration in cold warehouses, the Company has emergency response measures in place, including a process that provides information when abnormal or emergency conditions are detected and in-house power generators that can be used when electricity is interrupted. In this way, the Company has designed a system that can maintain appropriate temperature management, 24 hours a day, seven days a week. In recent years, the ratio of refrigerated goods we handle has increased gradually, and thus when expanding our refrigerated warehouses, we select and operate facilities that meet these conditions.

Creating a transportation system

Tanabe Pharma designed its entire transportation system with a focus on supplying high-quality pharmaceuticals. Pharmaceutical products are shipped from the distribution centers via contracted transport companies that comply with predetermined transport quality standards. With an understanding of the characteristics and importance of the pharmaceuticals that they are carrying, these companies strictly supervise the transport of these products, utilizing facilities and vehicles specifically designed for loading and unloading pharmaceuticals. The Company works to maintain quality during the distribution process by carrying out regular inspections of its subcontracting transport companies, as well as using a comprehensive distribution method with precise temperature control monitoring and special insulated boxes for packing the products.

Preventing contamination by counterfeit medicines and their distribution

Counterfeit medicines could cause damage to the health of many patients, which is a major health and hygiene issue. To deliver quality medicines to patients, the distribution center has created a system to prevent contamination by counterfeit medicines and the distribution of medicines of questionable quality, including counterfeit medicines.

We regularly verify and record that all customers have obtained the appropriate licenses to purchase pharmaceuticals.

To strictly manage medicines, we restrict the people who can enter the storeroom of the distribution center and prescribe the method of entry. In addition, when receiving pharmaceuticals, we confirm that the delivered medicines are correct and have no visible damage.

If counterfeit medicines or medicines of questionable quality are found, we have created a system to immediately suspend sales and transport of these products, as well as to segregate and report them to government agencies.

Note: Tanabe Pharma Factory Co., Ltd., a manufacturing subsidiary, is scheduled for transfer at the end of December 2026.

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Message from the Head of Product Supply Division

We will provide a stable supply of high-quality pharmaceuticals to patients around the world.



Kenji Taguchi, Ph.D.
Executive Officer, Head of Product Supply Div.

Contributing to a sustainable, stable supply of pharmaceuticals

The mission of the Product Supply Division is to maintain a full value chain that is compliant with a variety of regulations, including GMP and GDP, and to manufacture and supply high-quality pharmaceuticals in a stable manner in line with our mission of “Creating hope for all facing illness.” In recent years, an increasing number of factors have been causing supply disruptions in the global economic environment, such as pandemics, wars, natural disasters caused by global warming, and rising costs and logistics issues. Faced with such circumstances, we will work to achieve a sustainable, stable supply through efforts such as (1) strengthening the global supply chain (2) developing human resources, and (3) consideration for the environment.

Working to build a global supply chain and develop human resources

We are currently working to build a strong global supply chain. We are strengthening measures to ensure a stable supply of pharmaceuticals for domestic and international markets, while minimizing incidents such as domestic shipping restrictions. By reconstructing product lifecycle management based on a range of policy trends, pursuing logistics management appropriate to the characteristics of diversifying modalities, and engaging in supplier relationship management using opportunities for dialogue and surveys of our business partners, we will leverage efficient management and cost control to achieve sustainable business operations. This allows us to offer a stable supply of pharmaceuticals to patients around the world.

The company is also committed to developing human resources who are able to achieve this stable supply. In a workplace environment where engagement is high, we are endeavoring to foster a culture in which each of our employees has a high level of specialization and a global perspective, and is able to take a holistic approach to their work. Through these initiatives, we will build a cooperative structure that extends beyond divisional and regional boundaries, developing product supply personnel who are able to leverage a broad network to pioneer new possibilities in the supply chain.

Improving organizational capabilities to make our supply chain faster and more precise

Our goal for the future is to improve our manufacturing and development functions while keeping product lifecycles in mind, so that we can supply high-quality pharmaceuticals in a stable, efficient manner. Moreover, we will work to build strong global partnerships with business partners around the world, contributing to ensuring a stable supply and accelerating product development. Additionally, our measures to train human resources will help us to acquire the new skills and knowledge required in supply chains for new products, and, by increasing our sensitivity to risk, will allow us to respond to changing business environments. At the same time, we will encourage the use of IT tools to support business processes, and facilitate process visibility by linking data from different systems, with the goal of accelerating strategic planning and execution.

› Dr. Taguchi is also responsible for environmental issues. Please also view this message.

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Manufacturing Pharmaceuticals That Are Secure, Safe, and Convenient to Use

We provide pharmaceuticals that can be used in a secure, safe, and convenient manner by patients, healthcare professionals, and others.
This section introduces certain initiatives implemented by the Company to improve drug printing and packaging as well as convenience of use and medication compliance.
Moving forward, we will continue working to steadily increase the scope of pharmaceuticals that are subject to these initiatives and to facilitate the provision of pharmaceuticals that are easy to use for patients and healthcare professionals.

› Global Vigilance/Safety Policy

Measures to Make Drugs Easier to Use

Developing New Dosage Forms (Reducing the Burden of Taking Medicine)

We have worked to develop new forms of dosing that take living environments and the burden of treatment on patients into account, making it easier to take pharmaceuticals and improving treatment continuity. One example of these efforts is the development of an oral suspension that can be taken at home, in addition to injected medication, which is intended to help ameliorate the burden on patients with amyotrophic lateral sclerosis (ALS). This drug helps to reduce the physical and time burdens associated with clinic visits and intravenous drips, helping to improve patients' quality of life.

Going forward, we will leverage this design philosophy to develop drugs that are secure, safe, and easy to use.



Intravenous infusion bag



Oral suspension

Devising Formulations (Reducing the Burden of Taking Medicine)

In March 2024, we obtained marketing approval for the orally disintegrating* (OD) tablets for an SGLT2 inhibitor that is used as a treatment for type 2 diabetes, and launched this product in May.

This type of medication dissolves easily in small amounts of water, such as saliva in the mouth, making it easy to swallow.

Moreover, it can be taken with or without water, allowing people to use it anywhere, which we think will make it more convenient and will help people continue with their medication.

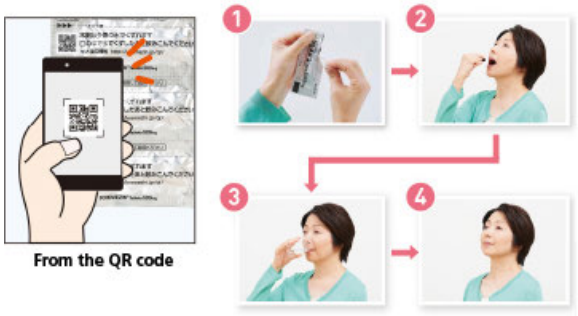
To improve the treatment satisfaction of people with type 2 diabetes who require ongoing care, in June 2021, we released a selective DPP-4 inhibitor in OD tablet form, and in February 2025, obtained approval for an additional dosage form for the combination drug of selective DPP-4 inhibitor and SGLT2 inhibitor, which was released in September of that year.

＊ Because orally disintegrating tablets disintegrate in tens of seconds due to saliva or a small amount of water on the tongue, they are also useful for the average person as well as the elderly who cannot swallow tablets easily and those with water intake restrictions.
Source: Pharmaceuticals and Medical Devices Agency
https://www.pmda.go.jp/safety/consultation-for-patients/on-drugs/qa/0002.html (Japanese language only)

Using Packaging Initiatives to Provide Explanations of How to Take Medicines

Some drugs are difficult to take because of the dosage form. To help patients to take their drugs correctly, we print a QR code on the drug packaging and make it simple for them to view a video that explains in an easy-to-understand manner the basic way to take the drug and necessary precautions. The video is played if a smartphone or other devices are used to read the QR code* printed on the packaging. The objective of this initiative, which is an industry first, is to be useful in such situations as when patients receive compliance instruction at pharmacies and when patients take their drugs.

＊ QR Code is a trademark of Denso Wave Incorporated.



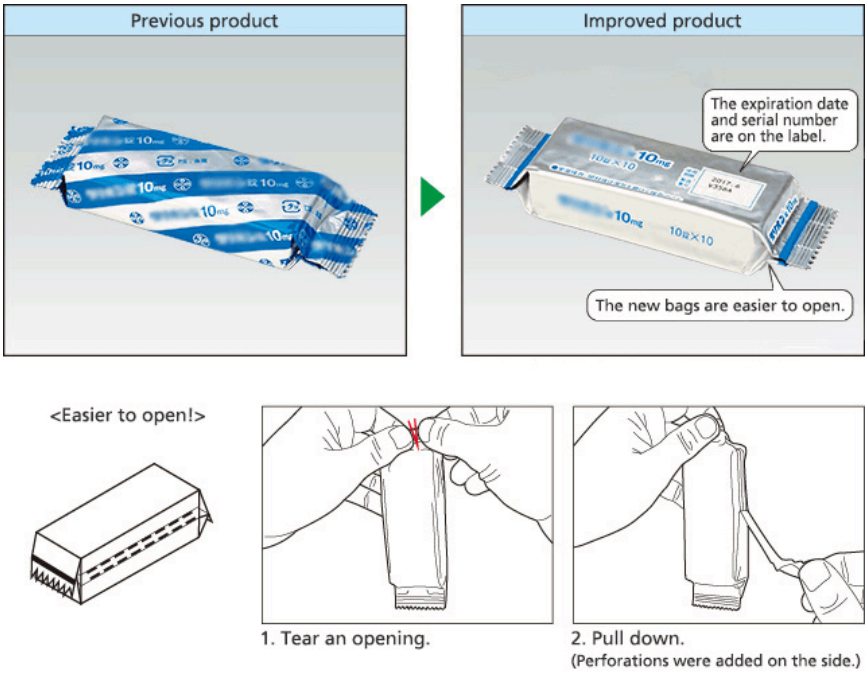
When the QR code is read, a video plays that explains how to take the quick-disintegrating tablet for chronic renal failure.

The quick-disintegrating tablet does not increase medication volume due to its unique formulation technology and quickly disintegrates with a small amount of water and reduces diffusion into the oral cavity. It is therefore expected to improve the medication compliance of patients who have difficulty taking capsules and fine granules.

Initiatives with Aluminum Bags (Easier to Open and Easier to Take Out the Product)

We are also working actively to improve the ease of use of pharmaceuticals. Medical institutions provided feedback that the aluminum bags containing the pharmaceutical packaging sheets (PTP sheets) were difficult to open and it was not easy to take out the product. In response, we worked in cooperation with the material manufacturer to develop aluminum bags that are easy to open and make it easy to take out the product. These improved aluminum bags received the Pharmaceutical and Medical Packaging Award at the Japan Packaging Contest 2016 (sponsored by the Japan Packaging Institute).

Aluminum bags that are easy to open and make it easy to remove the product



Measures to Prevent Medical Errors

Printing the Product Name on Both Sides of Tablets

As one measure to prevent medical errors, we print the product name in Japanese on both sides of tablets for such combination drugs as the selective DPP-4 inhibitor and SGLT2 inhibitor, which are treatment agents for type 2 diabetes mellitus. This measure, which replaces the identification code, is expected to help prevent mistakes with tablets during the medicine picking process and to increase efficiency in drug dispensing, as well as to help prevent administration errors by patients.



Product name printed on the tablet

Innovations in Tablet Printing Design

We have utilized universal design practices to enhance identifiability and visibility for OD tablets for the combination drug of a selective DPP-4 inhibitor and an SGLT2 inhibitor used as a treatment for type 2 diabetes (released in September 2025). Through this activity, we contribute to the safe use of pharmaceuticals.

This initiative was carried out through collaborative research with Sanyo-Onoda City University and is intended to make it easy to distinguish this product from other pharmaceuticals with similar appearances. The results of a survey conducted on pharmacists working for insurance pharmacies belonging to the Yamaguchi Pharmaceutical Association showed that a printed design emphasizing a single letter in large size was effective in improving identifiability and visibility. [*1, 2]



Photograph of OD tablets

＊1 Reference: Yuka Shono, Fumika Nakagawa, Hitomi Yamamoto, Sachiha Kasatani, Kenichi Ogawa, and Hidenori Sagara
Survey and Analysis of Effective Universal Designs for Differentiation and Identification of Tablet Bodies.
Japanese Journal of Drug Informatics. 2024, 26(2), pp. 72–79.
DOI: https://doi.org/10.11256/jjdi.26.72

＊2 Reference: Yuka Shono, Fumika Nakagawa, Hitomi Yamamoto, Saki Gobara, Yuna Tomatsu, Hiromu Miyazaki, Kenichi Ogawa, and Hidenori Sagara
Study on Effective Designs for the Identification and Differentiation of Tablets Using KH Coder.
Japanese Journal of Drug Informatics. 2025, 26(4), pp. 186–197.
DOI: https://doi.org/10.11256/jjdi.26.186

Labeling of Packaging Sheets (PTP Sheets)

In order to prevent medication errors, some of the Company's products include the product name and ingredients on every pocket of the blister package (also known as press-through package (PTP) in Japan). This enables patients to confirm the product name and content, even when single pockets are removed from the rest of the sheet when the drugs are dispensed. We are also striving to further increase visibility. To that end, we are taking steps to implement designs that are easy to see, such as increasing the size of characters and enhancing color schemes.



Example of the product name and content displayed on each pocket

Initiatives to Reduce Environmental Impact

Use of PTP Sheets Made from Environmentally Friendly Biomass Plastic

Some of our products utilize blister packages (PTP sheets) made from environmentally friendly biomass plastic. This allows carbon dioxide emissions to be reduced by 30–70% in comparison with PTP sheets made from petroleum-derived plastic.*

＊ For blister packages (PTP sheets) with similar permeability to moisture. Values change depending on the coefficient used.



An example of products using biomass plastic blister packages (PTP sheets)



The biomass plastic mark on an individual box

Initiatives for Greater Convenience and Portability

In April 2026, we received marketing authorization in the EU for a continuous subcutaneous infusion formulation developed by one of our subsidiaries as a treatment for motor fluctuations in patients with advanced Parkinson's disease that cannot be controlled adequately with oral medication.

By utilizing a portable infusion pump system to deliver a 24-hour continuous subcutaneous infusion of the liquid formulation, this treatment maintains stable and continuous levodopa plasma concentrations and is expected to improve the pharmacokinetic profile.

› European Commission Grants Marketing Authorization for Onerji® for the Treatment of Parkinson's Disease

Going forward, the Company will work to create drugs able to address unmet medical needs, helping to improve the quality of life of each patient.



Control station and pump

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Information Provision

Pharmaceutical companies must reliably and continuously provide, collect, and communicate all information regarding the quality, efficacy, and safety required for the use of their products to healthcare professionals. Moreover, the information provision activities of pharmaceutical companies are expanding due to the rapid evolution and spread of digital technology. The Group contributes to healthcare to meet diversifying medical needs. At the same time, we provide appropriate treatment proposals in response to each patient's condition, and conduct information provision activities for the proper use and dissemination of pharmaceuticals.

MR's Responsibility: Collecting Data and Providing Information to Medical Institutions

The Company is committed to delivering optimal pharmaceutical products to patients by providing information to healthcare professionals nationwide through medical representatives (MRs).

As digital technology advances, the healthcare environment is undergoing significant changes. In response, we are actively promoting digital marketing initiatives. In addition to traditional MR activities based on face-to-face visits to medical institutions, we have implemented omnichannel promotion strategies that leverage digital channels, such as online meetings and web content, tailored to the needs of physicians.

The Important Role of MRs

- Communication of safety information and science-based academic information on the proper use of ethical drugs
- Collection of information on drug efficacy and safety that could not be gleaned at the R&D stage, and reporting evaluations based on those results

We have assigned MRs who are specialists in specialty areas to be responsible for drugs that require a higher level of expertise.

Providing Comprehensive Information through Seminars

By holding disease awareness seminars and events, we provide information to help patients and society deepen their understanding of diseases and lead better lives.

Online Public Lectures

In November 2025, the Company and the JADEC (Japan Association for Diabetes Education and Care), the Yomiuri Shimbun, and Eli Lilly Japan K.K. co-hosted an online public lecture on diabetes treatment titled, “You might not be able to lower your blood sugar just by trying hard on your own,” which was attended by 1,383 people.
The public lecture featured diabetes specialists and consisted of two parts: a lecture and a discussion session. The lecture explained that the Japanese term for diabetes, tounyoubyou (literally, “sugar urine sickness”) does not accurately reflect the nature of the illness itself, which can lead to misunderstandings and prejudice, and sometimes put diabetic patients at a disadvantage in everyday life. Accordingly, the lecturers suggest using the English term, “diabetes” instead, and showcased initiatives aimed at promoting correct understanding.
People with diabetes may experience difficulty in lowering their blood sugar due to the effects of hormonal and metabolic changes. A wider range of options for treating diabetes has become available in recent years, and the lecturers shared information and hints to aid patients in finding a treatment that suits them.
The discussion session featured lively conversations on topics such as specific initiatives that help patients take a positive attitude to their treatment by discussing their life goals without focusing exclusively on their blood sugar.
The Company will work to expand correct understanding of diabetes, allowing patients to approach treatment with a positive attitude.



Explanation for online public lectures

*Applications and courses are now closed.

Appropriate MIKATA (View/Ally) Seminar of Obesity and Obesity Disease

In December 2025, the Company and Eli Lilly Japan K.K. conducted the Appropriate MIKATA (View/Ally) Seminar of Obesity and Obesity Disease (hereinafter, the “program”) for general companies for the first time, in order to promote correct understanding of obesity disease.
The program consists of hands-on workshops that make learning fun, and accurate explanations by physicians that facilitate correct understanding. This helps participants learn correct information about obesity and obesity disease in an enjoyable way, and eliminates misunderstandings and prejudice in communities such as workplaces, and contributes to the creation of a society in which people with obesity can lead better lives.
The hands-on workshops utilize “Invisible Prejudice cards” and the “Invisible Factors board game”, tools developed under the supervision of physicians, to deepen participants’ understanding as they exchange opinions with one another. This helps participants to realize the misunderstandings and prejudices that they have unconsciously embraced regarding obesity as simply a problem of self-control, allowing them to learn that obesity is actually a complex issue with many factors that are difficult for someone to resolve on their own, such as stress, genetics, and social setting. Furthermore, explanations of this condition provided by doctors provide an opportunity to learn more about obesity and obesity disease in a correct manner.
These workshops welcomed human resources personnel, public health nurses, employees, and other personnel from companies committed to promoting health management and well-being. Participants commented that they were able to learn while enjoying themselves and that they gained some hints on creating healthy workplaces. This was a first step in expanding understanding of obesity and obesity disease from the workplace to society at large.
We have also made both tools available for free download on the program website (https://www.tanabe-pharma.com/ja/general/obesity-tadashii-mikata.html) so that anyone can use them to learn.
Through this program, the Company and Eli Lilly Japan K.K. seek to help individuals living with obesity disease, as well as those around them, to gain an understanding of the correct perspective on obesity and obesity disease. In doing so, we hope to continue to create a workplace and society that are more supportive and allow such people to thrive.



Project logo



Invisible Prejudice cards



Invisible Factors board game

Providing Information for Self-Medication

Self-medication means to be “responsible for one’s own health and self-treatment for minor ailments” (WHO definition).
To promote self-medication, the Company conducts a variety of educational programs through TV commercials and websites to help people suffering from health issues in a range of disease areas to obtain accurate information and find a treatment as quickly as possible.

In the dermatology domain, the information on the Hifu No Koto website is monitored by specialists such as doctors and pharmacists and offers easy-to-understand information on skin troubles in general.
In fiscal 2025, we updated our information page that provides basic information on topical steroids and took steps to accommodate AI search, thereby improving access to information. As a result, more than 10 million people used the page during the year.

In the field of rhinitis, in fiscal 2024, Talion AR allergic rhinitis medication was reclassified from a category 1 to a category 2 medication, allowing sale by registered sellers, and the number of stores selling it increased significantly. Beginning in fiscal 2025, we launched a TV commercial featuring Bakarhythm that encouraged hay fever sufferers to self-medicate by highlighting the product’s effectiveness against nasal congestion as well as against pollen-induced nasal discharge. Moreover, as with last year, we have continued our efforts to create a pollen calendar that summarizes pollen dispersal forecasts for each area, which we made available on the brand website for this product in order to promote awareness among hay fever sufferers.

Femcare is a field focused on the care of women’s bodies and their health, and has been the focus of attention in recent years.
Since 2010, the Company has also marketed Okinazole L100 (one tablet a day for six days) for the treatment of recurrent vaginal candidiasis, and in June 2023, we began the sale of Okinazole L600, which is effective with just a single dose, making it highly convenient. Following the February 2025 launch of Medipure N, an oral medication for treating itching in sensitive areas, in October of the same year we launched Medipure ST, a topical medication containing steroids, and Medipure CR, a non-steroid topical medication with a cooling effect, with the goal of expanding our lineup of products in the femcare domain.

On the Okinazole L and Medipure brand site, we have improved pages overseen by physicians and enhanced disease awareness content and are working to further promote self-medication in femcare.



*Reference: Hifu no Koto site (Japanese language only)
URL https://hc.tanabe-pharma.com/hifunokoto/

Overseas Activities

The Group has about 300 MRs overseas who provide appropriate usage information through overseas subsidiaries in order to support the appropriate use of the Company's pharmaceuticals. In addition to the U.S., these subsidiaries are located in Europe (U.K., Germany, Austria, and Switzerland) and in Asia (South Korea, Taiwan, Singapore, Indonesia, Thailand, and Malaysia). MRs involved in drug information provision activities visit medical institutions and doctors, participate in related academic conferences, exchange opinions with specialists, and provide the latest academic information. In this way, MRs are working each day to be able to contribute to the diagnosis and treatment activities of healthcare professionals.

Activities in the United States

In May 2017, our edaravone medication for the treatment of amyotrophic lateral sclerosis (ALS) received approval in the United States, and from August that year, we collected safety information and provided information on appropriate use to medical personnel through our US subsidiary, Tanabe Pharma America (TPA).

TPA also offers support to ALS patients through the JourneyMate Support Program. This program provides information on ALS and its treatment to patients diagnosed with ALS and their families, tailored treatment management for each patient, and insurance reimbursement support, as well as offering information from specialist staff in the US (clinical educators) after patients are prescribed edaravone.

Leveraging this experience, the Company is continuing to provide information in a responsible manner, taking the regulatory and medical environments of each country and region into account.

Although the edaravone business has since been transferred to another company, this case is included here to illustrate our track record of initiatives and systems for providing information overseas.

Main initiatives

TPA is committed to supporting patients living with ALS and their families throughout the year. As a proud national sponsor of the ALS Association's Walk to Defeat ALS, TPA employees actively participate in events across the United States. In addition, we organize and sponsor educational initiatives – including webinars and awareness campaigns – designed to provide helpful information to individuals affected by ALS.

Through platforms such as ALS Pathways and the JourneyMate Support Program, we also offer access to reliable resources that empower patients, caregivers, and families with the knowledge they need throughout their journey.

Activities in Asia

In Asia, we are promoting efforts to bring medications for diabetes and neuropsychiatric disorders to patients quickly, focusing on Taiwan, South Korea, and ASEAN nations.
In Taiwan, we began sales of valbenazine for treatment of tardive dyskinesia and pitavastatin calcium hydrate/ezetimibe for the treatment of dyslipidemia.
In the ASEAN region, we began sales of canagliflozin for the treatment of type 2 diabetes in Thailand, and sales of mirogabalin besilate for the treatment of neuropathic pain in Indonesia.
Through these activities, we will continue to provide patients in Asia who are fighting diabetes, neuropsychiatric disorders, and other difficulties with promising treatment options.

Providing Information Through Websites and Social Media

The Company has set up the following health support websites in Japan and around the world.

This website introduces the symptoms, diagnoses, and treatments for these diseases in an easy-to-understand manner to offer as many people as possible a deeper, more correct understanding of them. It offers useful information, along with illustrations, to support the daily lives of patients and their families, while helping them gain an understanding of diseases and communicate the importance of treatment. We have also prepared leaflets that summarize the information on the health support websites so that healthcare professionals including doctors and pharmacists can present them to patients and their families.

Status of major site updates in fiscal 2025.

- **Inflammatory bowel disease (Crohn’s disease / Ulcerative colitis)**

We have added a bowel health check sheet as a tool to help patients discuss their bowel concerns posted within the “Check your bowel health issues” page on the SHITTOKU Café: Crohn’s Disease website.

- **Vaccinations**

Vaccine.net features a “Vaccine roadmap for everyone” that illustrates essential vaccinations throughout life, allowing people to check which vaccinations they should obtain by age. It also offers “Create Your Own Schedule,” which allows site visitors to enter their children's birth dates and create their own vaccination schedules.

- **Tardive dyskinesia**

On Searchlight: Finding and Supporting Together, we added content titled “Patient opinions,” “Patient experience videos Ver. 1–3” and “Comic adaptations of videos Ver. 1–3,” as information on tardive dyskinesia symptoms and treatment.

- **Sleep disorders**

Suimin Net features a “Mechanics of sleep” series intended to deepen understanding of sleep, allowing individuals to distinguish the truth in all of the information on sleep available on the internet and on social media. It gives people a forum to learn about and consider sleeping for health. New content on sleep and hypersomnia and the lifecycle has been added.

- **Neuromyelitis Optica Spectrum disorder**

NMOSD Navi features information on diagnosis, treatment, coverage for medical costs, and explanations on neuromyelitis optica spectrum disorder, and introduces topics relevant to patients’ daily lives.

- Rheumatoid arthritis
- Crohn’s disease
- Ulcerative colitis
- Ankylosing spondylitis
- Behcet’s disease
- Spinocerebellar degeneration (SCD) and multiple system atrophy (MSA)
- Liver failure
- Sleep disorders
- Neuromyelitis optica
- Tardive dyskinesia
- Vaccines
- Eczema and dermatitis

The “Medication Information for Patients” website

To promote the appropriate use of medication and deepen patients’ knowledge and understanding, we operate the Medication Information for Patients website for patients using our ethical drugs. Patients can now use this website to obtain the latest information on our ethical drugs at any time and from any location. Additionally, this website also serves as a tool for healthcare professionals when providing information on medication for their patients.

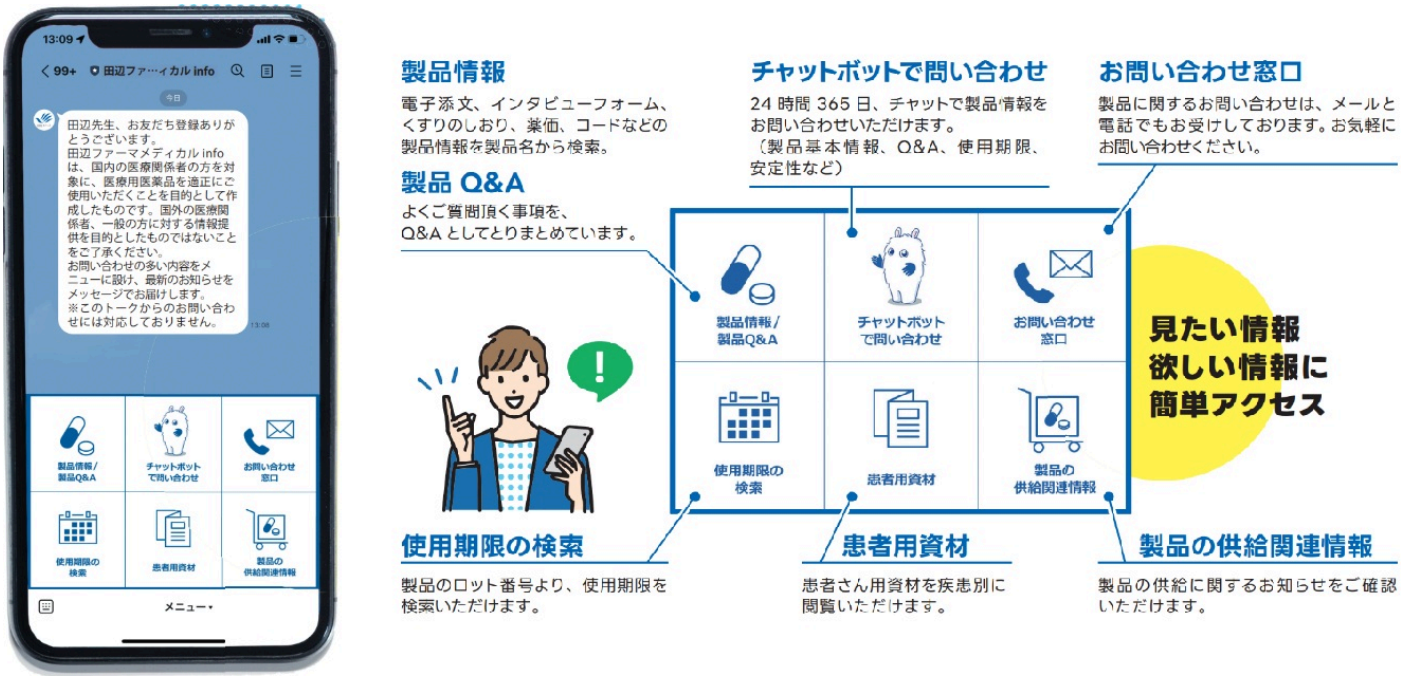
Medication Information for Patients (Japanese language only)

https://patients.tanabe-pharma.com/



LINE Official Account “Tanabe Pharma Medical Info”

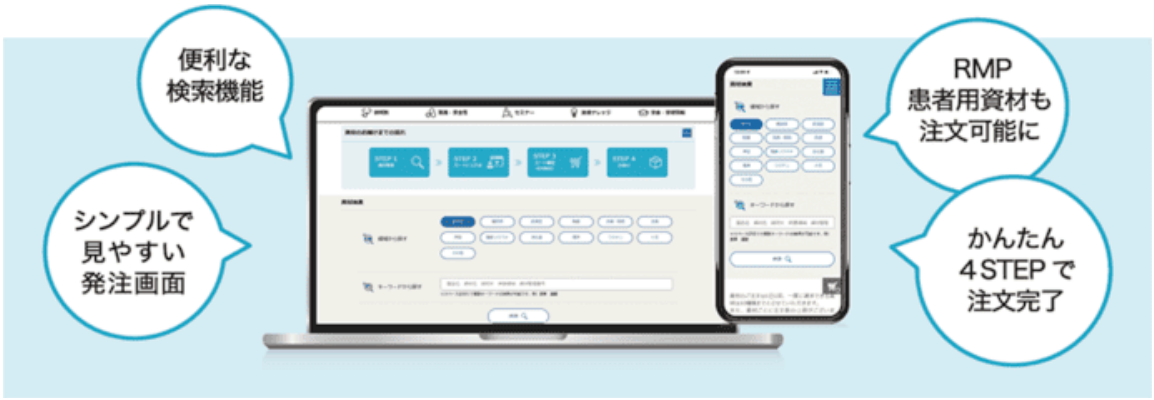
This account allows people to access the product information they want quickly and easily using a smartphone, and we will also use it to deliver the latest information on drug supply, revisions to package inserts, and other information in a timely fashion.



Note: Tanabe Pharma Medical info is intended for healthcare professionals in Japan and aims to promote the appropriate use of ethical drugs.

Patient Supply Ordering Website

In February 2025, we established the Patient Supply Ordering website within the Medical View Point information website for healthcare professionals with the goal of improving convenience for these personnel. Patient supplies can be ordered from this website 24 hours a day.



Providing Comprehensive Information Through the Medical Information Center

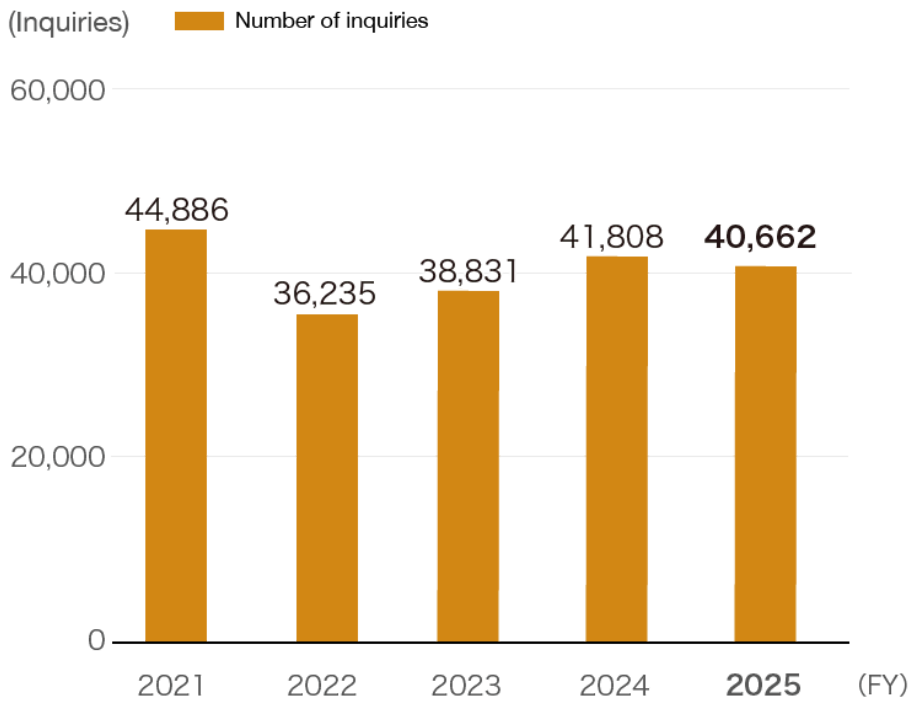
The Company has established its own Medical Information Center to respond directly to inquiries from healthcare professionals (physicians, pharmacists, wholesalers, and others) and patients.
Separate from the contact point for healthcare professionals, we have opened a dedicated point of contact for patients and their families to make it easy for them to obtain advice, and are operating our Medication Information for Patients website, which offers patients and their families direct access to information on our ethical drugs.

We are working each day to improve our skills so that we identify the true needs behind the inquiries and respond in a manner that offers people who contact us a high level of satisfaction. We respond to approximately 40,000 calls a year (fiscal 2025 results) on a wide range of subjects, using basic information on pharmaceuticals and in-house Q&A to provide information on appropriate use.
Additionally, we share information on safety and quality in-house, including information received on adverse reactions, using this to enhance reliability and improve products, and leveraging it in the development of new drugs.

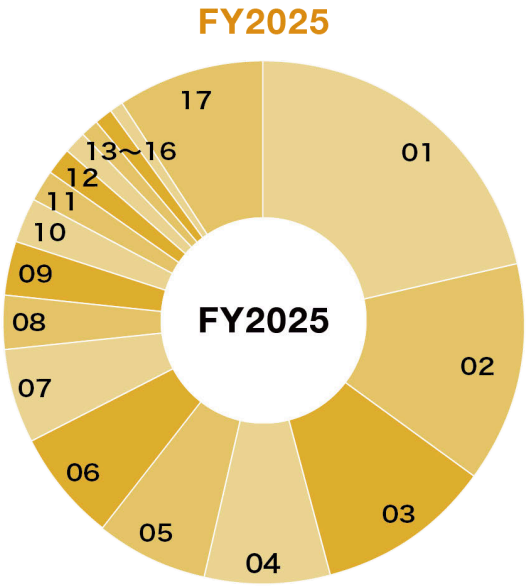
Prompted by the diversification of information sources and advances in digital technology, in recent years we have worked to enhance our product Q&A resources provided on our website and introduced digital channels such as our official LINE account, constructing an environment that allows people to access the information they need 24 hours a day, 365 days a year.

Moving forward, the center will respond flexibly to changing times and provide appropriate usage information for pharmaceuticals in a reliable, accurate, and prompt manner, contributing to patient health.

Number of inquiries received by the Medical Information Center



Subject of Inquiries to the Medical Information Center



01	Documentation	21.5%
02	Product distribution	13.7%
03	Usage and dosage	10.9%
04	Quality complaint	7.6%
05	Safety (precautions for use)	7.1%
06	Side effects	6.8%
07	Stability	5.9%
08	Insurance and prescriptions	3.3%
09	Drug formulations (properties)	3.3%
10	Off-label use	2.9%
11	Indications and efficacy	1.9%
12	Toll-free guidance	1.7%
13	Medication errors	1.3%
14	Incompatibility with other drugs	1.1%
15	Pregnancy and breast-feeding	1.1%
16	Drug interactions	1.0%
17	Other	8.9%

＊ Toll-free guidance: Guidance to redirect consumers by providing correct contact information
Other: Non-indicated effects, pharmacokinetics, clinical studies, etc.

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Drug Safety / Quality Assurance

Quality Assurance System for Pharmaceuticals

In April 2020, we established the Quality & Vigilance (QV) Division to oversee product quality and safety globally. The QV Division has the following functions.

Primary Functions of the QV Division

- Establish systems and frameworks to ensure the stable supply of high-quality products
- Conduct audits to ensure the reliability of research, development, and post-marketing activities
- Collect, analyze, report, and communicate safety information on released products and products in development
- Develop and implement post-marketing safety surveillance strategies



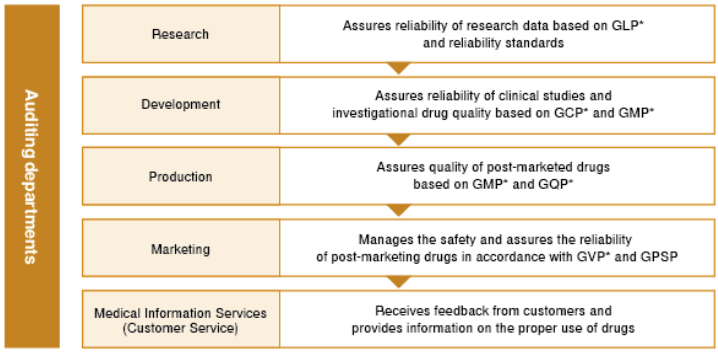
We are committed to continuing to provide society with safety and trust in pharmaceutical products.
See here for a message from the Head of Quality and Vigilance Division

To ensure that our pharmaceuticals can be used by healthcare professionals and patients with peace of mind, the QV Division strives to maintain and improve our system of reliability assurance by complying with various laws and regulations, including the Law on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices, GLP, GCP, GMP, GQP, GDP, GVP, and GPSP.

The Company appropriately collects and evaluates safety information obtained in Japan and overseas, and has established and maintains safety measures and systems for providing safety information, taking into account differences in regulatory and medical environments among countries. Through these efforts, we are promoting appropriate use of products and ensuring safety. Furthermore, we cooperate with quality departments and safety departments in each country to provide products that comply with the regulations there.

The Company will work to ensure the quality, effectiveness, and safety of pharmaceutical products by complying thoroughly with laws and regulations and maintaining and improving its reliability assurance system.

System to assure the reliability of drugs



＊ Good Laboratory Practice (GLP)
Standards for conducting preclinical trials on pharmaceutical safety.

＊ Good Clinical Practice (GCP)
Standards for conducting clinical trials of pharmaceuticals.

＊ Good Manufacturing Practice (GMP)
Standards for manufacturing and quality control of pharmaceuticals and quasi-pharmaceuticals.

＊ Good Quality Practice (GQP)
Standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices.

＊ Good Vigilance Practice (GVP)
Standards for post-manufacturing and marketing safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, medical devices, and regenerative medical products.

＊ Good Post-marketing Study Practice (GPSP)
Standards for conducting post-marketing surveillance and studies of pharmaceuticals.

New Drug Safety Management

After the launch of a new drug, adverse drug reactions that were not discovered in clinical trials are sometimes reported. We quickly collect such information, analyze it, and provide feedback to healthcare professionals. We are moving forward with proactive safety management activities that incorporate new safety measures. We believe that these activities help minimize the risk and impact of adverse drug reactions from new drugs and promote appropriate usage by healthcare professionals.

Furthermore, healthcare practices and regulatory environments vary across countries, requiring safety management approaches tailored to local circumstances. It will therefore be necessary to exercise caution in safety management.

For example, edaravone, which was discovered by the Company, was approved in Japan in 2001 as a treatment for the acute ischemic stroke and has been in use for more than 20 years. Since 2015, edaravone has been used in Japan as well as overseas in countries such as the U.S. to treat ALS.

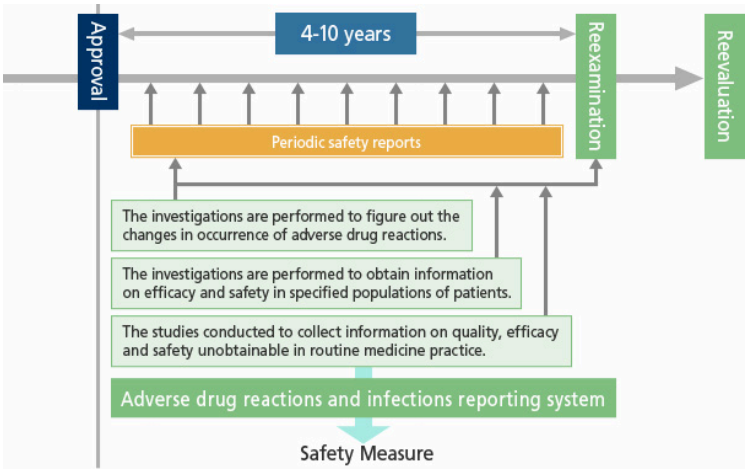
The abundant safety information that we have accumulated has given us valuable experience in promoting its proper use. Making full use of that experience, and taking into account the overseas regulatory and medical environments, we will work to collect and provide safety information to foster proper use and to contribute to improving patients' quality of life.

Post-Marketing Surveillance in Japan

After the regulatory authority approves the manufacturing and marketing of a drug based on the results of nonclinical and clinical studies, we begin selling the drug. Clinical studies are conducted with the number of subjects that are required to scientifically verify the efficacy and safety of the new drugs. However, the conditions for participation in clinical studies (age, medical history, concomitant medications, etc.) are not necessarily the same as the post-marketing conditions of use.

Therefore, the Company starts to collect safety information under actual conditions of use at medical sites as soon as drugs are launched, and we also conduct various post-marketing surveillance. Through the surveillance, we aggregate safety information regarding the drugs that have been actually prescribed to patients, monitor the safety and efficacy of drugs, and promptly and accurately provide information obtained through the surveillance to regulatory authorities and healthcare professionals. In this way, we are seeking to support the proper use of drugs.

Post-marketing safety management and surveillance of safety in Japan



Ensuring Pharmaceutical Quality

Our policy is to contribute to the health and well-being of people around the world through the stable supply of high-quality, reliable products which are manufactured under a world-class quality system. On that basis, we strictly comply with applicable GMP (standards for manufacturing and quality control of pharmaceuticals and quasi-pharmaceuticals) and GQP (standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices) requirements. Patient safety is the first priority of every employee, and we are implementing initiatives targeting quality assurance with a focus not only on results but also on processes. Through management, supervision, and guidance of manufacturing sites in Japan and overseas, we are working to improve the quality of the products that we provide to the market.

Furthermore, we strive to ensure the quality of pharmaceuticals in accordance with a division notification from the Ministry of Health, Labour and Welfare dated June 1, 2016, regarding production based on the certificate of approval for manufacture and sales.

Above all, to ensure patient safety and prevent disadvantage, any problems found in the safety, effectiveness, quality, labeling, and other aspects of a product should be promptly reported to the regulatory authorities. Related information must also be provided to medical institutions, and a system should be in place to recall the product.

In fiscal 2025, there was one voluntary recall.
The Group positions ensuring pharmaceutical quality as one of its highest priorities and strives to provide pharmaceuticals that patients and healthcare professionals can use with peace of mind by complying with laws and regulations and continuously maintaining and improving reliability assurance systems.

› Quality Policy

Quality assurance initiatives

- Strengthen collaboration with manufacturing plants and reinforce checking systems, and regularly confirm actual manufacturing practices and the certificate of approval
- Enforce measures to prevent recurrence by rectifying and improving any defects based on our own checks and investigations at manufacturing plants

Pharmaceutical Safety Training

We are committed to accumulating and passing on knowledge, and raising awareness related to pharmaceutical safety for management and all employees.
In fiscal 2025, we also conducted educational training on pharmaceutical safety management and drug-induced suffering. As people who work at a pharmaceutical company, the training improved the risk sensitivity of each of us, so that we always act with high ethical standards, with the patient’s health and safety as our highest priority.

Society > Together with Patients and Healthcare Professionals

Message from the Head of Quality and Vigilance Division

We are committed to providing patients and healthcare professionals with safe, high-quality, and reliable pharmaceutical products.



Masanobu Kono
Executive Officer, Head of Quality & Vigilance Division

Providing the universal values of safety and trust

The mission of the Quality & Vigilance Division is to continue reliably and sustainably providing the universal values of safety and trust that society demands of the pharmaceutical sector. The quality and safety of our pharmaceuticals are fundamental to our business activities, form the foundation of the trust placed in us by patients and healthcare professionals, and embody our commitment to society. Based on these principles, we are working to build and improve reliability across every aspect of our operations: product quality and safety; the soundness of our operational processes; and the human resources and organizational structures that support them.

The evolution of systems that support reliability

To respond effectively to rising social expectations and changes in the regulatory environment surrounding the pharmaceutical industry, it is more important than ever to ensure and strengthen safety management and quality assurance. Rather than simply continuing our existing initiatives, we are conducting a comprehensive review of our systems in anticipation of changes in the business environment. Specifically, we are pursuing the following transformations.

- Transitioning to preventative quality assurance focused on preventing problems before they occur
- Improving efficiency and precision of operations using digital technologies such as AI
- Building consistent quality and safety management systems based on global standards
- Strengthening human resources and organizations grounded in expertise and a strong sense of ethics

We will continue to fulfill our duties with a constant focus on our purpose

The Quality & Vigilance Division does more than ensure regulatory compliance. It plays a strategic role in linking business transformation to sustainable growth while appropriately assessing risks. To that end, it is essential that we continually review our operations with our purpose firmly in mind and pursue an optimal approach within the limits of our available resources. We will continue to fulfill our responsibilities for ensuring quality and safety while carefully determining what should be preserved and what should be reviewed.

Creating value founded on trust

Providing appropriate safety information that reflects needs in clinical practice, ensuring pharmaceutical quality, and maintaining a stable supply are essential to sustaining the trust placed in us by patients, healthcare professionals, and society. This trust serves as a foundation for our business activities, allowing us to further improve the quality of our research and development, product supply, and decision-making. These improvements, in turn, lead to the Company’s sustainable growth and improved corporate value. By supporting business activities from the standpoints of quality and safety and building trust that remains strong regardless of any changes in the environment, we will contribute both to the Company’s growth and to providing value to society.

Society > Together with Patients and Healthcare Professionals

Solving Issues Related to Improving Access to Healthcare

There are many intractable diseases in the world for which no cure has been found, as well as many difficult-to-cure diseases. Notably, research and development of therapeutic agents for infectious diseases such as malaria, tuberculosis, and NTDs, which are prevalent in developing countries, is not progressing due to unpromising marketability. Furthermore, inadequate medical systems, poverty, and disasters in developing countries prevent them from receiving needed medicines and medical services.

To address these issues of access to healthcare, the Group will leverage its strengths in drug discovery, and work in partnership with NPOs, NGOs, industry groups, and others based on our MISSION of "Creating hope for all facing illness."

Intractable Disease Initiatives

Working from our MISSION, "Creating hope for all facing illness," we promote research and development into intractable and rare diseases, with the goal of offering new possibilities to patients with limited treatment options.

We have developed therapeutic drugs for intractable diseases such as inflammatory bowel disease and multiple sclerosis. Providing new options for diseases for which there is no cure is our MISSION itself. We are working to realize precision medicine for diseases for which unmet medical needs remain, especially in the central nervous system and immuno-inflammatory areas. In addition, we will contribute to improving the quality of life of patients and their families by providing solutions based on therapeutic drugs from prevention to prognosis.

Number of pipelines for intractable and rare diseases

(As of July 24, 2026, excerpt from financial information documentation)

The Indications for the pipelines designated as intractable disease / orphan drug by the Ministry of Health, Labour and Welfare (Japan) or as orphan drug / fast-track / breakthrough therapy (U.S.) are as follows.

1 Central nervous system

Development code	Indications	Region/Stage
MT-0551*1	Myasthenia gravis	Japan / Filed
ND0612	Parkinson's disease	Global / Phase 3
MT-3921	Spinal cord injury	Global / Phase 2
	HTLV-1 associated myelopathy	Japan / Phase 1

2 Immuno-inflammation

Development code	Indications	Region/Stage
MT-7117*2	Erythropoietic protoporphyria, X-Linked protoporphyria	Global / Phase 3
	Systemic sclerosis	Global / Phase 2
MT-0551	Systemic sclerosis	Japan / Phase 3

＊1 Tanabe Pharma Receives Approval in Japan for additional indication of generalized Myasthenia Gravis Anti-CD19 monoclonal antibody UPLIZNA® for I.V. Infusion 100 mg (announced September 16, 2026)
https://www.tanabe-pharma.com/en/news/rel_260916/main/0/link/e_rel_260916.pdf

＊2 Tanabe Pharma Enters into Agreement with LEO Pharma for MT-7117 for EPP and XLP (Announced August 18, 2026)
https://www.tanabe-pharma.com/en/news/rel_260818/main/0/link/e_rel_260818.pdf
Tanabe Pharma Enters into Agreement with LEO Pharma for MT-7117 for EPP and XLP (Announced September 18, 2026)
https://www.tanabe-pharma.com/en/news/rel_260918_2/main/0/link/e_rel260918_2.pdf

› Research & Development
› Development Pipeline

Dersimelagon is being developed as a new treatment option for erythropoietic protoporphyria and X-Linked protoporphyria, which cause painful skin symptoms when exposed to sunlight. In 2021, we began clinical trials of Dersimelagon as a treatment for systemic sclerosis, which is a rare disease and characterized by hardening of the skin and internal organs.

Going forward, we will work on research and development to attain our MISSION and contribute to the realization of a healthy and sustainable society by offering a promising option to a large number of patients around the world who are struggling with intractable diseases, as well as to their families.

Global Health

Controlling infectious diseases that are prevalent in developing countries leads to improved living conditions for people and the overcoming of poverty, creating a virtuous cycle not only in developing countries but throughout the world. As a drug discovery company, we believe that leveraging our strengths in drug discovery is the best way to contribute, and we are conducting research on therapeutic drugs for infectious diseases through the GHIT Fund. We also provide various support through collaborative research efforts with non-profit organizations aimed at creating new antimicrobial medications for use against drug-resistant bacteria, and by paying attention to intellectual property in developing countries and donating to NPOs and NGOs.

Participation in the Global Health Innovative Technology Fund

The Global Health Innovative Technology Fund (GHIT Fund) is Japan’s first public-private partnership to promote the creation of innovative treatment agents for infectious diseases that affect people in developing countries, such as malaria, tuberculosis, and neglected tropical diseases (NTDs).

We support the GHIT Fund’s objective of contributing to global health, and financially support the fund. Meanwhile, with funding from the GHIT Foundation, we are researching with our partners infectious disease treatments that are widespread in developing countries.

In particular, the eradication of malaria and NTDs presented below is listed as one of the 169 targets linked to the 17 goals of the United Nations’ Sustainable Development Goals (SDGs).

Working through GHIT Fund initiatives, we promote research and development into treatments for infectious diseases in developing nations, helping improve access to healthcare by offering new treatment options to people who need them.

Joint research with Medicines for Malaria Venture (MMV)

Malaria is one of the three most serious infectious diseases, killing approximately 600,000 people each year. Utilizing funding from the GHIT Fund, we collaborated with MMV, to start joint antimalarial drug research in December 2014, which featured a discovery screening program that succeeded in identifying promising hit compounds. In addition, we promoted joint research and from one of these compounds, we acquired two lead compounds as new anti-malaria drug candidates, and moved to the lead optimization stage in April 2019. Moreover, in October 2023, we acquired funding for further research from GHIT Fund, and with the University of Georgia as an additional partner, are continuing collaborative research to identify preclinical candidates.

› The Global Health Innovative Technology Fund provides a grant for joint research into anti-malarial drugs with novel mechanisms of action conducted by Mitsubishi Tanabe Pharma and a malaria research institution

Joint research with Drugs for Neglected Diseases initiative (DNDi)

WHO defines 21 diseases as Neglected Tropical Diseases (NTD) that humanity must control. In September 2019, we launched a collaboration supported by GHIT Fund for a discovery screening program with DNDi, which is dedicated to developing drugs for these diseases, and acquired a hit compound for one such neglected disease, Chagas disease. In April 2021, DNDi and we started a Hit to Lead (HL) study for Chagas disease to identify lead compounds and succeeded in generating a lead compound with promising efficacy in a preclinical Chagas model. From April 2024, we acquired funding for further research from GHIT Fund and began lead optimization research. Additionally, in fall 2023, the joint research project was awarded DNDi 2023 Project of the Year in Pre-Clinical Research.

DNDi Projects of the Year

Every year DNDi offers awards to teams and partners that have achieved significant results in projects conducting preclinical and clinical research. The DNDi Scientific Advisory Committee makes nominations from among more than 40 projects in DNDi's R&D portfolio, and two of those nominated are selected for awards by Executive Board members from DNDi.

› The Global Health Innovative Technology Fund provides a grant to Mitsubishi Tanabe Pharma and DNDi for Chagas disease drug discovery

Joint research with Global Antibiotic Research and Development Partnership (GARDP)

Headquartered in Switzerland, the non-profit Global Antibiotic Research and Development Partnership (GARDP) develops new medications for drug-resistant bacterial infections that pose a grave danger to our health. It was established in 2016 by the World Health Organization (WHO) and the Drugs for Neglected Diseases initiative (DNDi) to ensure that everyone who needs antimicrobial drugs has access to effective, affordable treatment.

In November 2022, we concluded a contract with GARDP to offer its screening compound library with the goal of developing new antimicrobial drugs for use against drug-resistant bacteria. This screening resulted in the successful identification of several types of hit compounds, and we are currently evaluating the potential for further joint research. Through these initiatives, we support GARDP efforts to address serious bacterial infections caused by drug-resistant bacteria.

› GARDP and Mitsubishi Tanabe Pharma Corporation announce partnership in search for new antibiotics PDF (178KB)

Patents in Countries Where Access to Healthcare Is Limited

Tanabe Pharma Group has established an intellectual property policy that forms the basis for providing new healthcare opportunities in order to appropriately protect and make effective use of its globally competitive intellectual property. On the other hand, in countries where serious economic problems make access to healthcare difficult, we need to consider enforcing our patent rights. The Group contributes to healthcare access in economically deprived areas around the world. Therefore, as a general rule, we do not enforce our patent rights in the Least Developed Countries (LDCs) stipulated by the United Nations.

Please see “Protection of Intellectual Property Rights” for details.

Other Support

Support provided	Description of initiatives	Countries targeted
Providing vaccines and school meals to children in developing countries	Group employees have participated in vaccine support activities for children in developing countries, which are conducted by the NPO Japan Committee, Vaccines for the World’s Children (JCV). This is an international contribution activity wherein donated used books and other items are sold and the proceeds are donated to JCV and used to deliver vaccines to children in developing countries. Furthermore, at the employee cafeterias, we participate in TABLE FOR TWO (TFT), in which one meal is provided to a child in a developing country for each meal ordered by an employee from our healthy menu. This is a support program conducted by the NPO TABLE FOR TWO International. School meals that are provided through donations are expected not only to help solve hunger among children but also lead to gains in the children’s fundamental strength and help prevent disease. We are actively promoting these initiatives to help raise employee awareness.	Myanmar, Laos, Uganda, Rwanda, etc.

Please see “Contributions to Medical Care and Welfare” for details about these initiatives.

Society > Together with Employees

Human Resources Development

Basic Human Resources Policy

The Group positions maximization of the value of human capital as an important foundation for management. We aim to create a virtuous cycle in which all employees, each with their own personality and values, act on their own initiative to achieve growth, which in turn leads to the sustained growth of the company.

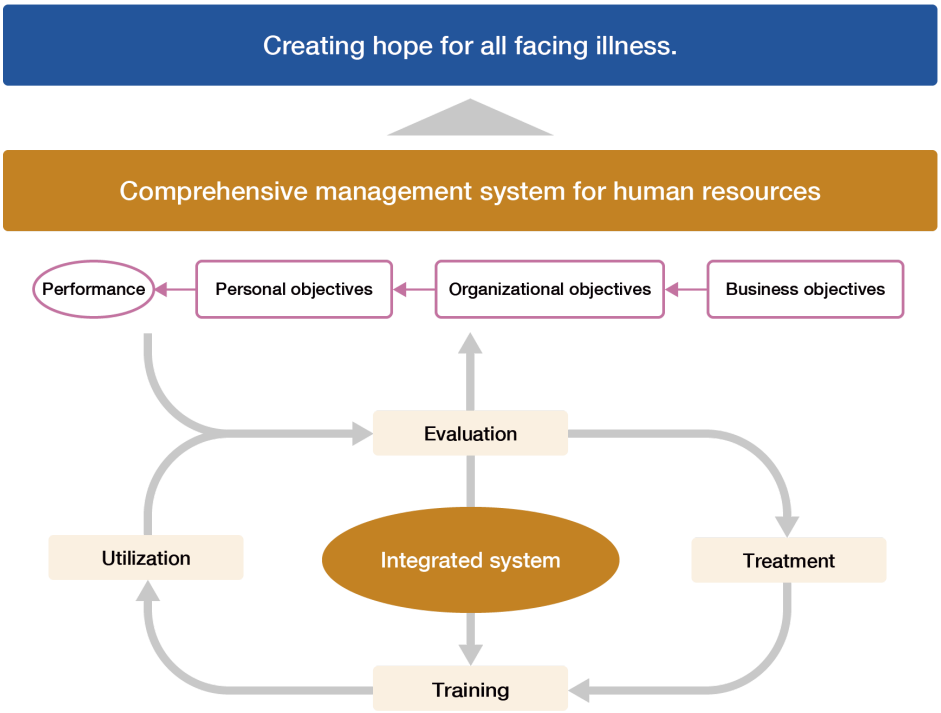
The Company emphasizes the importance of human resources development that supports employees in their efforts to achieve growth themselves and their willingness to take on challenges, and to that end, promotes a range of measures founded on a comprehensive management system for human resources.
We are constructing systems for the integration of hiring, development, placement, and evaluation of human resources, allowing employees, managers, and companies to fulfill their respective roles while supporting growth.

Comprehensive Management System for Human Resources

Basic approach

This system is a tool for the achievement of management objectives, and the Company thinks it is important to link the system to objective management, evaluation, treatment, training, and utilization.

Comprehensive management system for human resources



Number of employees

	March 31, 2022	March 31, 2023	March 31, 2024	March 31, 2025	March 31, 2026
Consolidated	6,697	6,370	5,577	4,492	4,340
Non-consolidated	3,278	3,107	3,044	2,467	2,384
Men	2,490	2,354	2,290	1,789	1,719
Women	788	753	754	678	665

Human Resources Development

Growth of the Group is supported by the growth of each employee. Employee growth is achieved through employees' own efforts toward the future they envision for themselves.

As mechanisms to support that growth, the Company coordinates four elements—hiring, development, placement, and evaluation—to encourage employees' efforts toward growth and their willingness to take on challenges.

Four Elements for Human Resources Development

1. **Employment of diverse human resources**
   The Group hires a broad range of human resources who share the values of the Group. After joining the Company, employees take the initiative in shaping their own careers and growing through their work, based on their own plans for growth.

2. **On- and off-the-job training through MBO**
   By linking management by objectives (MBO) targets with those of the individual and combining daily on-the-job training (OJT) through employees' daily work, dialogue with superiors (one-on-one), and training and self-study, we encourage proactive growth.

3. **Transfers and rotations**
   By assigning the right people to the right places, primarily through the use of internal job postings, we provide employees with a diverse range of opportunities, supporting them in efforts to shape their own careers and take on challenges.

4. **Fair evaluations**
   We fairly evaluate the processes and results of efforts to achieve targets, using feedback to link this to future growth. These evaluations are reflected in placements and in further development.

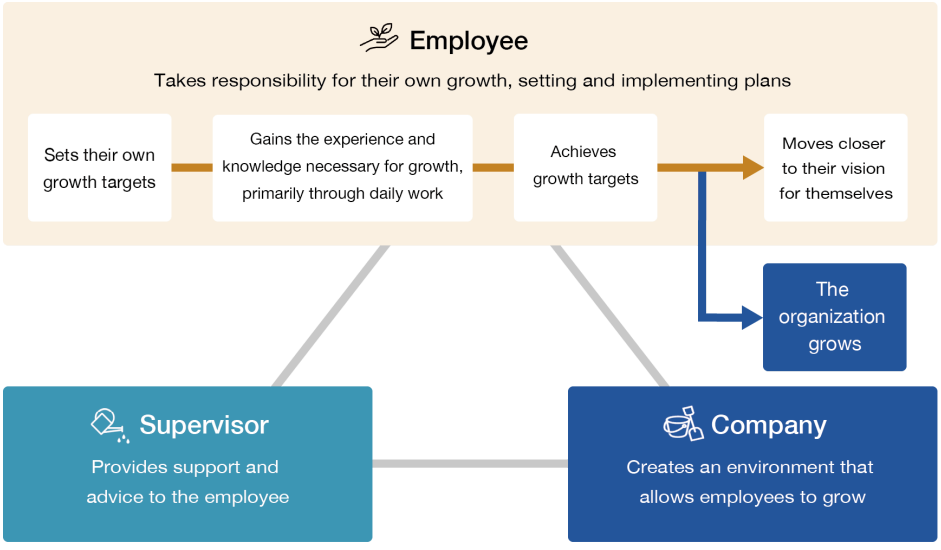


Role in Human Resource Development

Employees, managers, and companies each have their own important role to play in supporting growth in human resources development.
Each employee acts proactively to create a growth plan aimed at becoming the person they aspire to be, while learning and gaining experience through their everyday tasks and applying both to improve the quality and outcomes of their work.
Managers support that growth through daily dialogue and by offering opportunities for employees to take on challenges, while the Company constructs systems and environments that encourage these endeavors and support learning.

Employees, managers, and the Company cooperate to fulfill their respective roles, so that individual growth links to the success and sustained growth of the organization as a whole.

Individual and organizational growth through work



Career Development Support

At Tanabe Pharma, we believe that careers are formed by a combination of learning and experience gained through daily tasks. We offer support to allow each employee to take the initiative in achieving the career they envision for their lives while responding to changes in the environment.

- **Career interviews**
  Employees discuss what they want to achieve in the medium and long term, engaging in dialogue with managers on their actions and growth targets in that regard, clarifying the direction of their growth.
- **Career design workshops**
  We hold workshops that allow employees to think proactively about the direction they wish to take in their own careers, and to learn the perspectives and ways of thinking that encourage them to act.
- **Career consultation**
  In-house career supporters provide career advice.
- **Internal job postings / Self-declaration**
  We provide opportunities for employees to take on the challenges that open up before them and support them in proactively shaping their own careers.

Transmitting and Embedding Our Corporate Culture

Sharing the origins and evolution of our Company plays a vital role in fostering a sense of unity among employees, while also enhancing their motivation and sense of ownership.
Tanabe Pharma, as the pharmaceutical company with the longest history in Japan, provides corporate history training sessions at the Tanabe Pharma Historical Museum for both domestic and international employees, as well as future hires. In addition, our Company collaborates with local museums to host seminars on regional and industrial history. These initiatives provide opportunities for employees to reflect on our identity as members of our Company with a proud pharmaceutical heritage.



Training at the Tanabe Pharma Historical Museum

Society > Together with Employees

Promoting Diversity & Inclusion

Actively Utilizing Diverse Human Resources

Basic Approach

To achieve our MISSION and VISION, the Group aims to foster an organizational culture in which human resources with a diverse range of personalities and values collaborate across boundaries and exchange ideas while respecting each other, thereby creating innovation.

We respect surface-level diversity, including gender, age, nationality, disability status, and time restrictions due to childcare or nursing care, as well as diversity on a deeper level, including knowledge, skills, experiences, values, ways of thinking, gender identity, and sexual orientation (including LGBTQ+*). By leveraging this diversity, we seek to create value as an organization.

* LGBTQ+: In this report, LGBT is used as a generic term to refer to people who belong to a sexual minority, with the addition of Q (Questioning: people who have not decided on or do not know their own identity) and + as an expression of sexual diversity, which cannot be expressed in words.

› Corporate Philosophy

Diversity & Inclusion Initiatives

In fiscal 2025, we implemented the following initiatives.

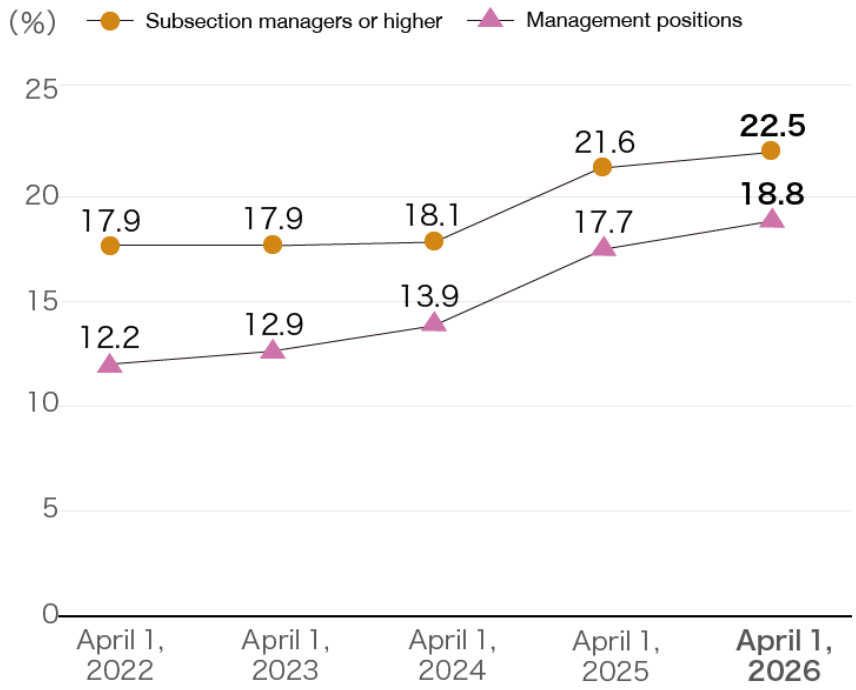
Women's Empowerment

We participated in "Cross-Industry Business Leadership Program 2025," which supports women's career development across different industries.

In 2025, 13 companies in different industries sent mid-tier employees who hold promise as leaders to participate. Encountering cases and perspectives from other industries offered participants new insights and provided opportunities for them to reflect on their own leadership styles.

We also partnered with 22 other companies to hold a career forum for women, with the goal of helping them explore their careers through interactions with leaders and participants from other companies.

Percentage of female employees appointed subsection managers or higher or in management positions



LGBTQ+ initiatives

The Group is continuing to promote initiatives to encourage respect for the rights of LGBTQ+ individuals and create comfortable working environments.
In December 2023, we published our “Guidebook for Understanding LGBTQ+” on our corporate intranet. We also distribute “ALLY” stickers to show understanding and support, and continue to raise awareness.

- The Group’s Global Policy on Respecting Human Rights: Employment and Labor states that we will not engage in discrimination based on sexual orientation or gender identity.
- Group employment regulations state clearly that disciplinary action will be taken in response to discrimination or harassment based on sexual orientation or gender identity.
- Common-law and same-sex partners can be registered as family members and treated in the same way as spouses in terms of leave, allowances, housing, and other benefits.
- Since October 2025, it has been possible for employees undergoing hormone therapy or gender-affirming surgery to use support systems and accumulated leave to balance work and treatment.



Tanabe Pharma Group original ally sticker

Additionally, for hiring, we have taken measures to show consideration for gender and LGBTQ+ individuals, such as eliminating the gender field from application forms.

Moreover, in June 2025 we held a seminar on the theme, “An introduction to LGBTQ+ and Allyship” for all employees. In conjunction with this seminar, we participated in “Pride Action 30,” a corporate alliance project aimed at promoting understanding of LGBTQ+, and during the month of June, we offered examples of simple everyday actions that can make a difference with a modicum of awareness.

In May 2026, we held “Promoting LGBTQ+ Understanding,” an event organized by the West Japan Diversity Study Group*, at our headquarters. This event is intended to deepen understanding of sexual and gender diversity and create opportunities for people to hear from LGBTQ+ people and think of these issues as personally relevant. The event consisted of four parts: a lecture on basic knowledge, a film screening, a talk session, and a group discussion, providing participants with an opportunity to deepen their understanding from a variety of perspectives.

* A study group in which participants share practical information and exchange opinions on the themes of DEI and work-life balance. HR and diversity promotion personnel from 52 companies, primarily in western Japan, participate.

Social recognition

work with Pride

wwP Silver 2025

Received the 2025 Silver Prize in the PRIDE INDEX, an evaluation index for LGBT initiatives in the workplace by the Work with Pride Association.

* We received the prize as “Mitsubishi Tanabe Pharma Corporation” in November 2025, before changing our company name.

女性が活躍しています！

Received the highest ranking under Eruboshi company certification system based on the Act on Promotion of Women’s Participation and Advancement in the Workplace in 2016 (we remain certified).

Utilization of Senior and Experienced Employees

The Company re-employs staff who wish to remain employed after retirement. To provide a place of employment, we are creating an environment that permits diverse work styles including work sharing, and we are enhancing our re-employment system and working to utilize the skills and knowhow of retired staff.

Moreover, we conduct career design workshops for employees aged 50 to 55 who are considering future careers with a view to retirement. We have actively provided and expanded the environment so that all employees can continue working with high motivation regardless of age.

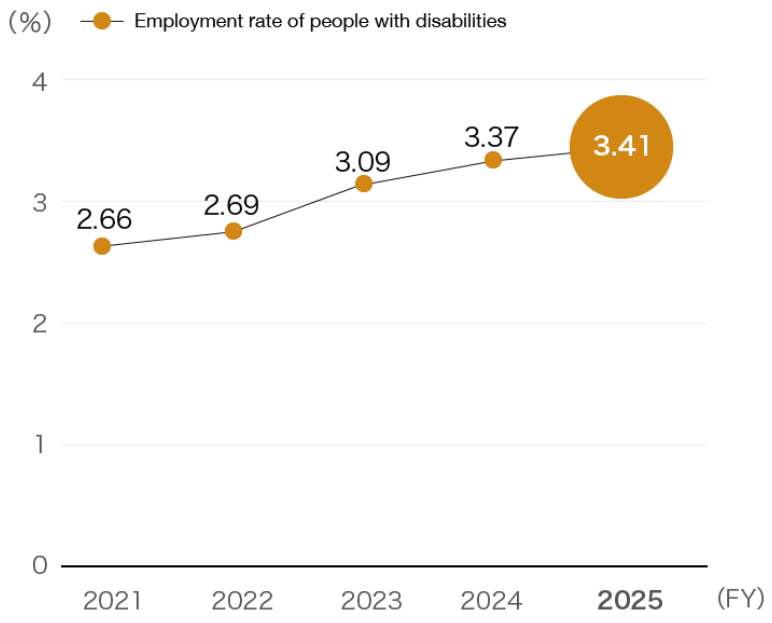
Supporting Active Careers for People with Disabilities

Promoting Employment of People with Disabilities

The Group has worked to promote the employment of people with disabilities and expanded the range of duties for a variety of positions. As a result, the Group's employment rate of people with disabilities in Japan as of March 31, 2026, was 3.41%, an improvement from 3.37% at the end of the previous fiscal year.

Going forward, we will promote the hiring of people with disabilities and the creation of environments where they can be active, working to both expand employment and improve retention.

Employment rate of people with disabilities



＊ The Group in Japan

Creating Comfortable Work Environments

The Group aims to create inclusive workplaces where employees can work together regardless of whether they have disabilities or not. We will create an environment where people with disabilities can make the most of their strengths and continue to make our workplaces even more comfortable to work in the future.

Tanabe Palm Service Co., Ltd., a special subsidiary

Although there are about 100 people with disabilities working throughout the Group, Tanabe Palm Service, a special subsidiary, employs about 40 people, who primarily have intellectual, mental, and developmental disabilities (as of April 2026). They provide a variety of office services.

Tanabe Palm Service seeks to grow with the company while providing a place where employees can work with peace of mind by maintaining a comfortable work environment and a system that supports growth.

Specifically, through sharing information at morning and end-of-day meetings, regular discussions with staff, and daily check-ins, we review employees' work duties and strive to create an environment where they feel comfortable discussing difficulties, including those in their daily lives. We have also put in place systems that allow individuals and teams to present and receive recognition for proposals to improve work processes. These systems encourage proactive initiatives and lead to growth.

As a business that proactively employs people with disabilities and provides employment support to them, Tanabe Palm Service is registered as an Osaka Prefecture Excellent Company that Supports Persons with Disabilities. Additionally, the company has won recognition for groundbreaking, unique initiatives to promote the employment of people with disabilities, receiving the Heartful Company Challenge Support Award at the 2025 Osaka Prefecture Heartful Company Awards.



Digitization of paper documents.
Digitization contributes to greater operational efficiency within the Group.



Making business cards for Tanabe Pharma Group employees.
The cards are printed on a large paper sheet and cut to business card size.


賞　状

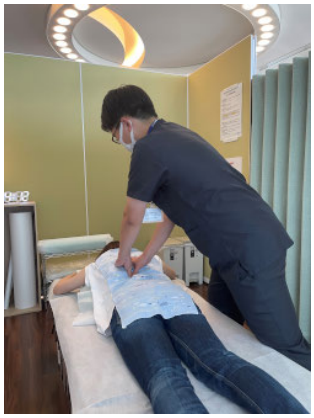
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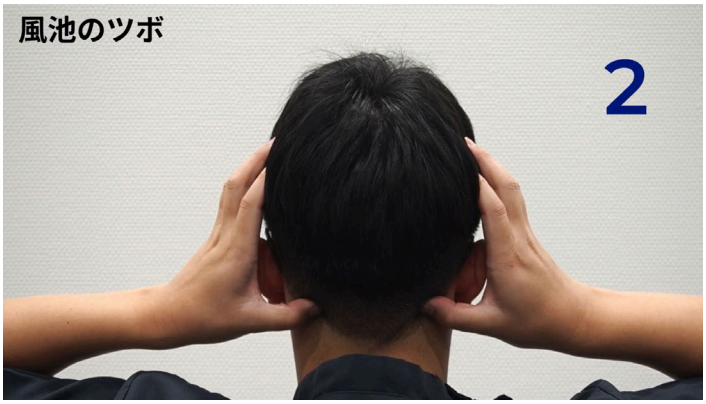
令和８年３月10日
大阪府知事　吉村　洋文

Introduction of In-House Massage

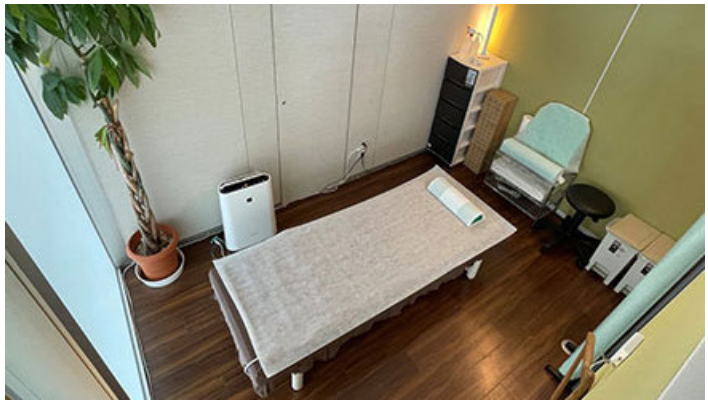
The Group has introduced a massage room at its head office, creating opportunities for employees with disabilities to be active, and supporting employee health. Visually impaired employees who are government-licensed Shiatsu massage professionals contribute to the workplace by utilizing their expertise to provide treatment.
Users of the service were very satisfied, commenting that their work performance improved after treatment, and that they felt both physically and mentally refreshed. The utilization rate continued to be high in fiscal 2025, at 99.3%, and the service was well-reviewed, with 79% of respondents to a user survey saying that the experience was “very good,” while 19% responded that it was “good.”
In response to the increase in the number of employees working remotely, we regularly share information online about stretching and pressure points as part of our self-care initiatives, helping to raise each employee’s health awareness.



Massage room treatment



Online content: Caring for eye strain



Massage room

Support for Diverse Working Styles

In Japan, the Group supports diverse human resources that participate actively in diverse working styles through an enhanced system that helps establish a balance between personal life and work, and through the introduction of a flexible work system.

Flexible Work Systems

The Group has taken steps to enhance systems that contribute to flexible working styles and enhanced productivity for employees, such as a flex-time system with no core time, a flexible work system for employees in planning and specialist areas, and a telecommuting system.

To support a balance between work and medical treatment, such as for cancer survivors and those undergoing infertility treatment, in fiscal 2018, we introduced shorter workdays and treatment leave that employees who need treatment can use. In April 2020, we introduced a new infertility treatment leave system, under which employees who have been treated for infertility but have difficulty with the treatment due to physical distance between them and their spouse, can take a temporary leave of absence. The system was expanded in January 2021, and employees who live with their spouses but are receiving infertility treatment using assisted reproductive technology, which requires many hospital visits, are eligible under this system. In October 2022, we instituted childcare leave at birth (postnatal paternity leave) in accordance with revisions to the Child Care and Family Care Leave Law, creating an environment that encourages men to take childcare leave.

In April 2023, with a view to offering more flexibility with regard to where employees work, we implemented a remote working system that allows people to work regularly from remote areas outside commuting range.

Systems to Support Balance Between Life Events and Work

The Group has established childcare and nursing care support systems that significantly surpass legal requirements. We have created an environment that enables employees to work with peace of mind and balance work and life events, such as pregnancy, childbirth, childcare, and nursing care. We continue to take steps to establish environments that facilitate active participation by fathers in child-rearing.

We will continue to create a work environment where each employee can fully demonstrate their abilities and work energetically.

Initiatives to support men’s participation in childcare

We have implemented the following initiatives to create an environment in which it is easy for men to participate in childcare.

- Special leave for employees during the period from their spouse’s pregnancy through childbirth
- Make the first five days of childcare leave paid leave (for both men and women)
- Encourage male employees to take childcare leave
- Promote childcare leave among male employees (postnatal paternity leave)

In fiscal 2025, we supported Think About Childcare Leave Day on September 19 by publishing an in-house article featuring a round table discussion among four fathers who had taken childcare leave.

Social recognition

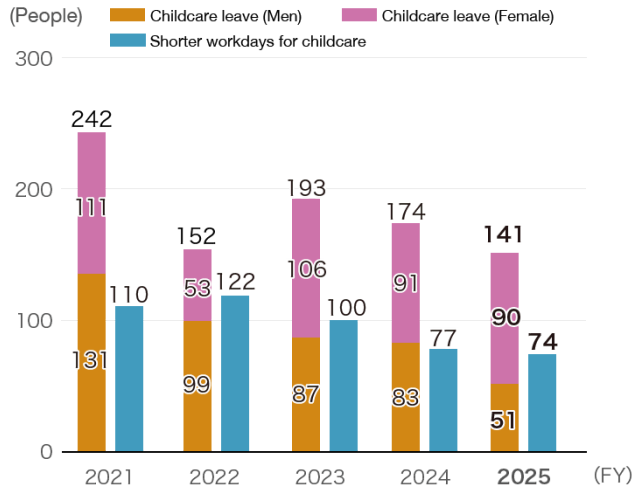
For the sixth consecutive year since 2007, we were certified as a general business owner conforming to standards (Kurumin mark) based on the Next Generation Nurturing Support Measures Promotion Law. In July 2019, we were certified Platinum Kurumin* in recognition of our childcare support and working style initiatives (We remain certified).

＊ The Platinum Kurumin certification system recognizes companies that have already been Kurumin certified by the Ministry of Health, Labour and Welfare as companies that support childcare and that have taken steps to achieve a higher standard

Kurumin certification mark

Platinum Kurumin certification mark

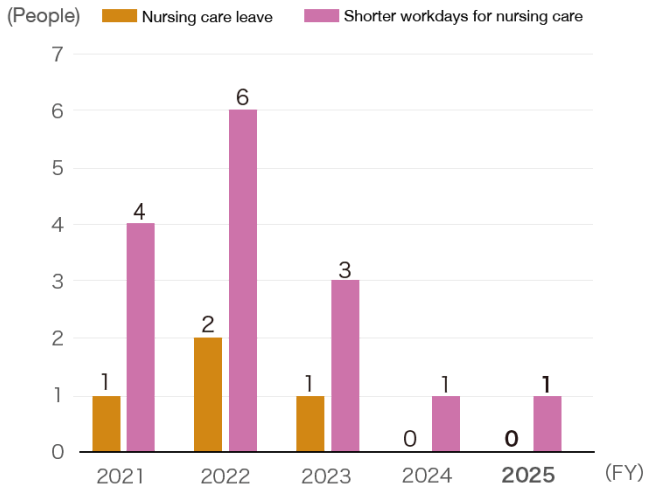
Utilization of leave and shorter workdays for childcare



＊ The Group in Japan

＊ The utilization of childcare leave shows the number of people who commenced childcare leave during the fiscal year

Utilization of leave and shorter workdays for nursing care



＊ The Group in Japan

Building Sound Labor-Management Relations

The Group respects the rights of its employees, including the freedom to form a union and the right to collective bargaining. The labor agreement that Mitsubishi Tanabe Pharma has entered into with the Mitsubishi Tanabe Pharma Labor Union guarantees the working conditions and rights of union members. As of the end of March 2026, the labor union membership rate was 76.3%*.

Group management and the union regularly hold meetings at which the Company explains management policy and the two parties share information on the state of the company, seeking to more fully understand each other. Members of the Management Council and various labor-management committees, etc., also contribute their views on various issues, such as the reevaluation of working conditions and human resource systems, linking this to the creation of environments in which it is easier to work.

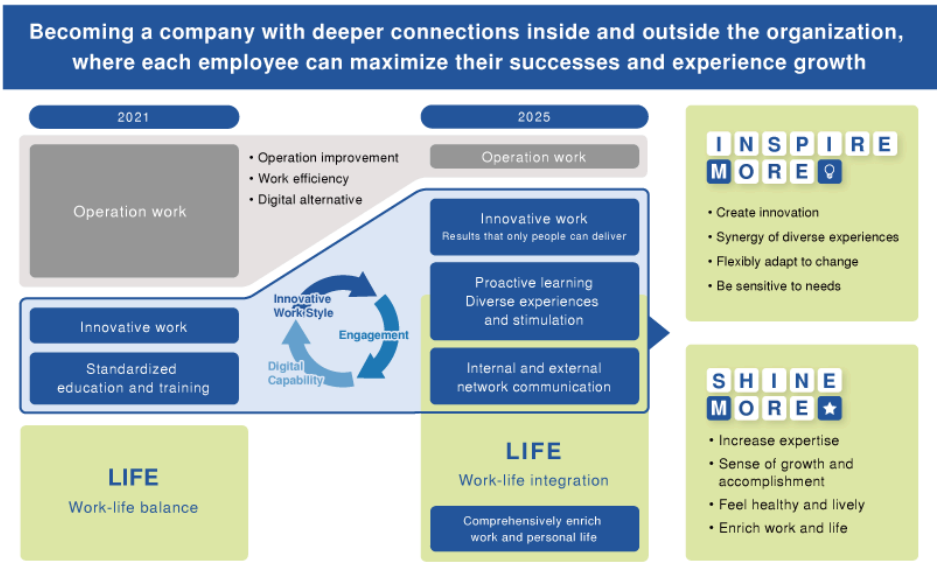
＊ The Group in Japan

Society > Together with Employees

Work-Style Innovation

Aims of Work-Style Innovation

In fiscal 2021, the Group established a work-style innovation function within the General Affairs Department and has been working on group-wide work-style reforms. By promoting work-style innovation, the Group aims to create new time and value, enhance communication and engagement, and accelerate and sustain innovation for the future of the Group.



Initiatives to Promote Work-Style Innovation

In work-style innovation, we respect the creativity, productivity, and effectiveness of each employee and organization, and seek to create a culture that brings the Group together, in which employees take the initiative and drive sustainable transformation at the Company through shared efforts to raise morale and improve productivity.

Achievements Thus Far

Evolution of Digital Capability

We will support “time creation” for growth and creative work by strengthening our development of digital tools and supporting their use by individuals.

Purpose of digital tool use

- Improvement of work efficiency
- High-quality communication that transcends place and time
- Evidence-based judgment
- Visualization, analysis, and improvement of workstyles

Using digital technology to pioneer future work styles

In addition to RPA*1 and Power Platform*2, which we have deployed to date, going forward we will also try leveraging AI agents to achieve dramatic changes in the way we work.

To that end, we are further exploring operations where we can achieve greater efficiency, and training high-level citizen developers*3 who are able to use a range of digital tools.

We value a culture in which each employee learns on their own initiative and works to make their own tasks more efficient, and we will pursue cutting-edge ways of working.

＊1 Robotic Process Automation (RPA): A technology that automates work processes and tasks performed on a computer on behalf of humans.
＊2 Power Platform: A low-code development platform provided by Microsoft that offers tools that users can use to create applications and automate tasks easily
＊3 Citizen developers: Employees who use digital tools to improve business processes and develop applications, but who are not assigned to an IT department

Current Group status of RPA (as of May 2026)

Number of robots developed:	Cumulative reduction time:	Number of developers trained:
762	89,320 hrs.	584

Number of Power Platform solutions developed by citizens (fiscal 2025)

Power Automate	Power Apps
601	81

Number of recipients of training in digital tools (as of May 2026)

Power Automate training	Power Apps training	Power BI exercise
334 people	58 people	228 people

Achieving Innovative Workstyles

We will support employees' growth by transforming the "time" created utilizing digital technology into time for independent learning, internal and external communication, and innovative time to achieve a workstyle in which each employee can perform at their best.

Specific initiatives

- Implementing a new hybrid workstyle*, allowing each employee to select workstyles that enable them to perform at their best
- Sharing examples of employees who have implemented true work-style innovations that offer tips for new ways of working with diversity
- Supporting reforms in workstyles that allow people to perform well (visual representation of workstyles)

* Hybrid workstyle is a flexible way of working that combines working in an office with teleworking in a manner that suits both operational characteristics and the circumstances of the individual in order to achieve results as an organization.



Introducing videos on hybrid work on the company intranet

Deepening Engagement

We seek a state of high engagement wherein employees understand the Group's vision and work together to achieve it. To this end, we will create a relationship in which employees are healthy and motivated, and work with the Company to contribute to growth.

We offer multifaceted values that make working in the Group appealing.

Specific initiatives

- Promoting employee-led problem-solving projects
- Conducting training and talent development programs to invigorate relationships between members and encourage convincing, creative output
- Training to foster connections spanning organizations, age groups, and roles



Held Wai Gaya* workshops to create new connections

*A venue for comfortable dialog that encourages exchange and connections between employees regardless of the position or the nature of their work

Society > Together with Employees

Occupational Health and Safety

Occupational Health and Safety Management

Based on the Environment & Safety Policy, to prevent occupational accidents in the workplace, promote employee health, and develop a comfortable work environment, the Group operates management systems in accordance with Guidelines on Occupational Safety and Health Management Systems (OSHMS) presented by the Ministry of Health, Labour and Welfare.

In addition, the Group conducts regular internal safety audits to verify that safety management, legal compliance, and activities to ensure safety are being conducted in an appropriate manner, working to make improvements to workplace environments while striving to foster employee awareness of safety through education and training.

Occupational Health and Safety Promotion System

At Group offices, we have established the Health and Safety Committee, which meets once a month, as a structure for ensuring employee safety and health and creating a comfortable work environment. The committee consists of general health and safety managers (office managers and plant managers), safety managers, health supervisors, industrial physicians, and members selected by the Company and labor union.



The committee reports on health and safety activities and discusses important policies for preventing occupational accidents and health disorders of employees, as well as for promoting employee health. The matters reported and discussed by the committee are communicated to all employees through measures such as the health and safety meetings held by each division.

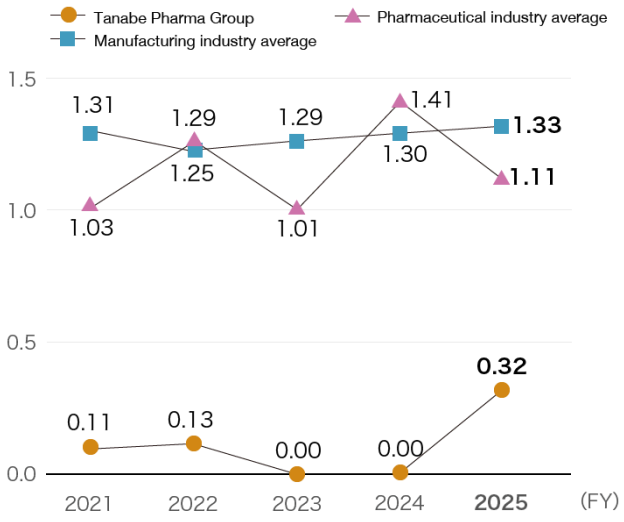
Occupational Health and Safety Activities

At the Group, each office formulates health and safety objectives and implementation plans, and proactively institutes health and safety activities such as hazard recognition training, near-miss prevention activities, and workplace inspections. They also engage in periodic risk assessment to identify potential workplace risks and implement measures to reduce them.

Furthermore, to prevent occupational accidents, we are working to strengthen our safety management practices and focusing on developing employees who are able to prioritize safety in their actions. We are endeavoring to enhance each employee's awareness of workplace risks through safety education and training, while promoting proactive efforts to identify issues and implement improvements in the workplace and working to foster a culture of safety.

In fiscal 2025, there was one lost-time accident in our operations in Japan (involving two people), resulting in a lost-time injury frequency rate of 0.32 (no such incidents occurred in our operations overseas). In addition to rigorously implementing measures to prevent recurrence based on root cause analyses of occupational accidents, we will work to prevent such accidents by further promoting various safety measures.

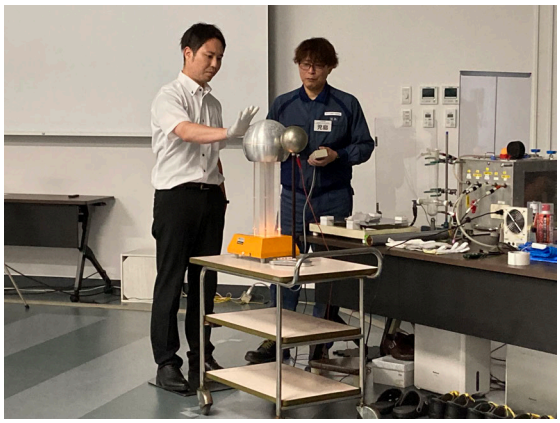
Lost time injury frequency rate



- **Lost time injury frequency rate:**
  Number of casualties due to accidents that require time off from work per one million actual working hours (excluding commuting injuries).
- **Calculation period:**
  For the Group, April to March the next year; for pharmaceutical industry averages and manufacturing industry averages, January to December.
- **Scope:**
  All Group offices in Japan
- **Total working hours:**
  Scope has included permanent employees, contract employees (including some part-time employees), and temporary employees. For permanent employees and contract employees, the indicator is calculated as actual work hours; for temporary employees, it is calculated as work hours per day x number of business days x number of employees.

Safety Education and Training

- Legal compliance and worker obligations training
- Legal compliance and safety and health duty of care training
- Hazard recognition training
- Human error prevention training
- Risk assessment training (including chemical substances)
- Experiential training (fires and explosions, burns/chemical injuries, getting caught in or between equipment, handling of electricity)
- Traffic safety training



Experiential training
(Mitsubishi Chemical Kyushu Plant)

Chemical Safety Management

As a company that handles many chemical substances, including pharmaceuticals, the Group has established internal regulations related to chemical substances including its Detailed Rules on Chemical Substance Control, which sets forth the proper handling of those substances.

Under these regulations, we assess risks from the perspectives of both hazards and exposure of people and the environment at every stage in our processes, from obtaining chemical substances through storage, transport, use, and disposal. We implement risk mitigation measures to prevent accidents and disasters involving chemical substances.

The Detailed Rules on Chemical Substance Control also specify measures to prevent or mitigate environmental pollution, damage to health, and fires or explosions caused by hazardous materials, and all employees at all of our offices are engaged in these measures on an ongoing basis.

Furthermore, in 2024, we established the “Chemical Substance Permitted Daily Exposure/Occupational Exposure Limit (PDE/OEL) Management Guidelines” and are working to reduce and manage health risks among workers who handle highly potent chemical substances and other materials.
Regarding these activities related to chemical substances, we conduct regular safety audits to ensure compliance with laws and regulations.

Safety and Accident Prevention

To prevent safety-related accidents, the Group identifies risks at each office, prioritizing them and examining measures for their removal or reduction. These measures are incorporated into the next fiscal year's equipment investment plan, steadily advancing our improvement of unsafe facilities and equipment.

Additionally, we use safety assessments and horizontal application of near-miss reviews to implement appropriate safety measures in dangerous locations as needed and to prevent accidents and disasters before they occur.

Employee Survey

Since fiscal 2011, the Group has implemented employee surveys at Group companies in Japan to gain a comprehensive understanding of employee attitudes toward their jobs and of the Company's workplace health and safety environments in order to improve management initiatives. From fiscal 2019 we expanded the scope of these initiatives to include overseas Group companies.

As a result of the activities in fiscal 2025, we have on the whole maintained a good work environment and employee vitality. Based on some of the issues that have been found to increase engagement, we are promoting dialogue between management and employees, as well as initiatives at each division.

Society > Together with Employees

Health and Productivity Management

The Group positions the health and safety of each of its employees as a key foundation for management and engages in health and productivity management. Based on the identification and analysis of health issues, we have defined priority themes under the two pillars of promoting healthy and flexible workstyles and promoting wellness and are moving forward with systematic measures that encompass everything from prevention and response to return-to-work support.

Through these efforts, we hope to improve employees' wellbeing and achieve sustainable organizational growth.

Basic Policy on Health and Productivity Management

Based on its Health and Productivity Management Policy, the Group is endeavoring to create workplaces where employees can work with vitality, maintain a positive work-life balance, and fully demonstrate their capabilities.
We formulated the Health and Productivity Management Principles in October 2025, and are communicating it based on the principles it defines.

Basic Policy on Health and Productivity Management

The Group has defined the following health policy, which it is working to implement. With regard to initiatives for health management, the Group cooperates with the health insurance association to hold an annual health management promotion committee meeting at which labor health management coordinators, health management officers, health staff, and representatives of insured individuals discuss the background, challenges, and achievements of health management efforts, and exchange opinions.

Health and Productivity Management Policy

1. To deliver hopeful choices to all those confronting illness, we will first and foremost ensure that our own employees remain healthy.
2. We will foster a work environment where every employee can fully demonstrate their abilities and work with vitality.

Based on the above policy, we are moving forward with “promoting wellness” and “promoting workstyles” as the two pillars of our strategic health and productivity management initiatives. Through these efforts, we aim to enhance the well-being of employees and improve organizational vitality.

Systems for Promoting Health and Productivity Management

The Group promotes health and productivity throughout the company, and is constructing systems in cooperation with the health insurance association.

The Group holds an annual health management promotion committee meeting at which labor health management coordinators, health management officers, health staff, and workers’ representatives discuss the background, challenges, and achievements of health management efforts, and exchange opinions. Based on these discussions, we promote each health and productivity management measure in an ongoing manner.

Employee health management

Chief Health Officer
Officer in charge of human resources

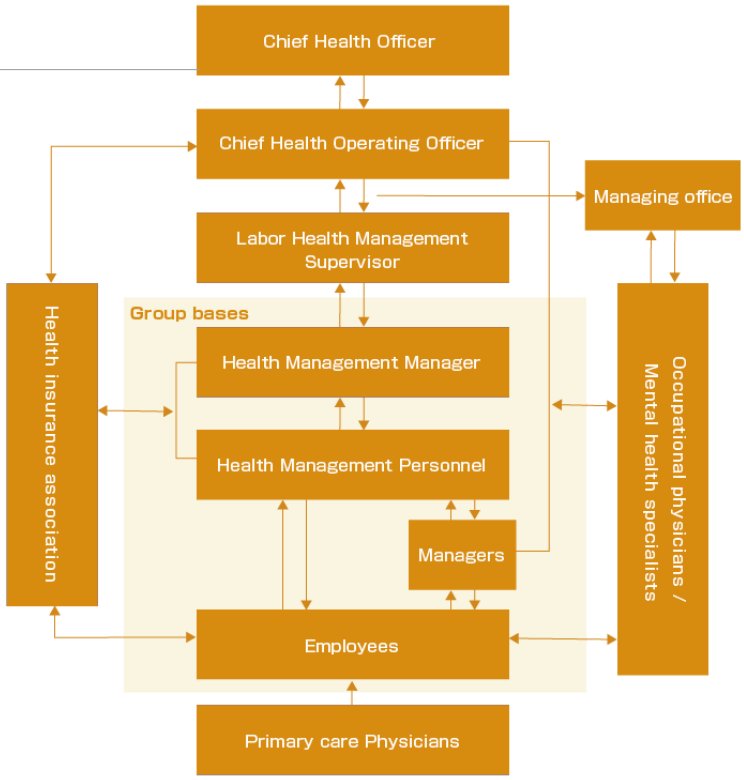
Chief Health Operating Officer
Vice President, Head of human resources department

Labor Health Management Supervisor
Divisions / Affiliated companies
→ Managers in the human resources department
Aside from the above
→ The manager of HR Business Partner Group

Health Management Manager
In some cases, the manager of the department that controls health management or the Labor Health Management Supervisor in each bases' organization may serve concurrently as the Health Management Manager

Health Management Personnel
Nursing staff or healthcare support staff at each base

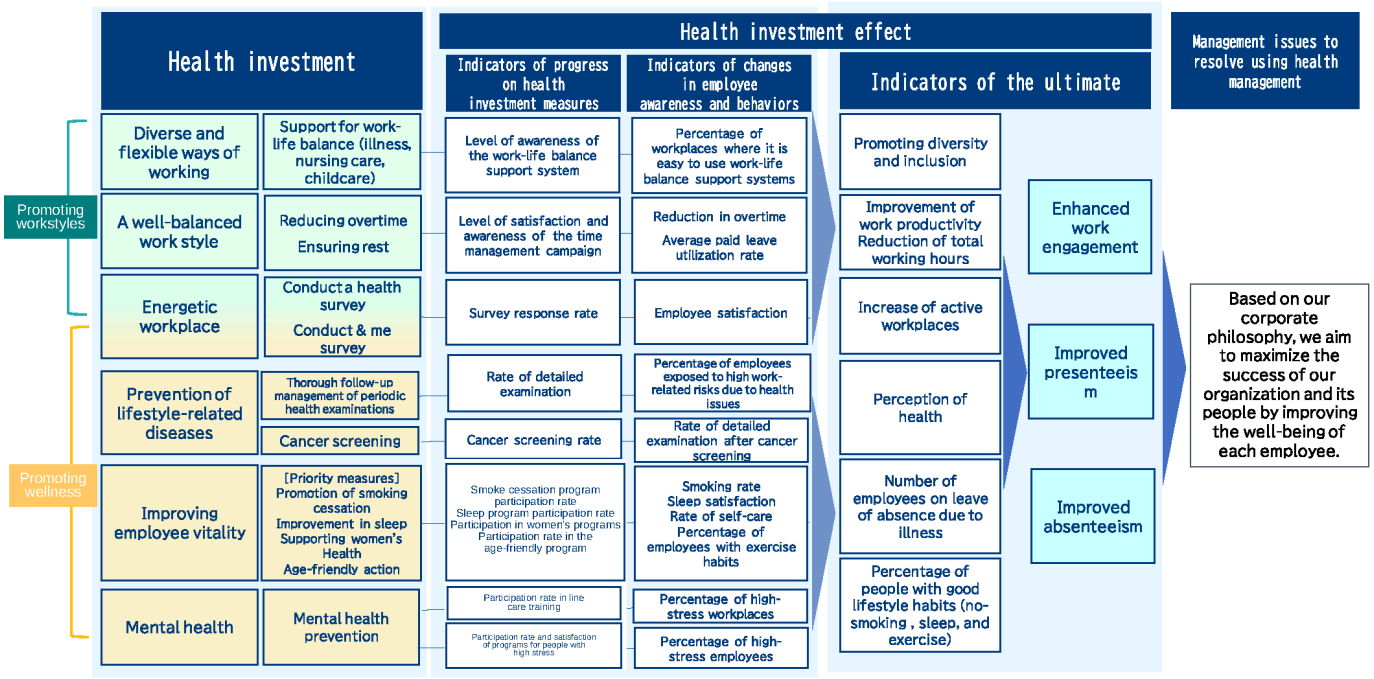
Managing office
Human resources department



Health and Productivity Management Strategy

The Group formulates strategies around the pillars of promoting wellness and promoting workstyles in response to health-related issues and is implementing a variety of initiatives. The overall strategy is shown in the strategy map below. The content and results of specific activities are detailed in the “Health White Paper.”

Strategy Map



› Strategy Map PDF (724KB)

Well-being Report 2026

The Group authors the Well-being Report as part of its efforts to promote health and productivity management.

We leverage data held by the Company and the health insurance association on health and work styles to monitor and visualize the health and health issues of employees, while evaluating the effectiveness of various health initiatives.



› Well-being Report 2026 (Japanese language only) PDF (3,723KB)

Initiatives by Priority Theme

Promoting Workstyles

The Group views the prevention of long working hours and the taking of appropriate leave as important measures to help maintain employees' mental and physical health and promote a good work-life balance.
Employee health is an important platform in supporting the sustainable growth of a business. Even in an era of dramatic change, we believe that enabling each person to work with vitality leads to innovation and improved engagement, and are promoting initiatives in that regard.

Main initiatives —TM Campaign—

Centering our efforts around the "Two TMs," the whole company is working to bring total annual working hours to no more than 1,850 hours per employee.

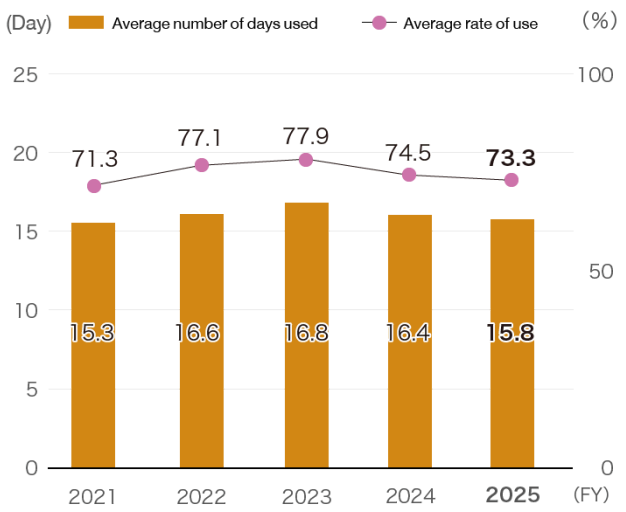
① **Reduce overtime work (Time Management)**
We will, in principle, prohibit working and sending e-mails at night, early in the morning, and on holidays, and set a fixed time and day once a week for every employee to leave work on time (Friday is recommended). We will check overtime working conditions with labor and management at each base.

② **Ensure proper rest (Time Making)**
To encourage employees to take annual paid leave, we will establish annual paid leave days taken simultaneously by all employees (two days a year), set aside days to encourage employees to take paid leave (five days a year), and individually follow up with employees who have not taken paid leave.

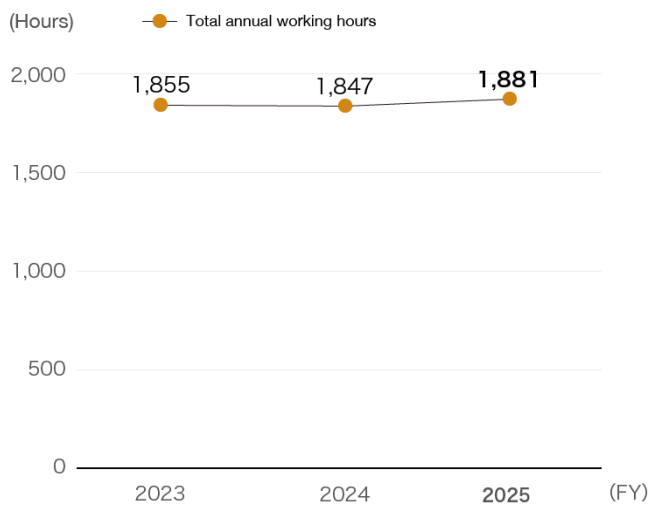
Fiscal 2025 results

- Ratio of employees working long hours (overtime in excess of 360 hours per year): 6.2%
- Paid leave utilization rate: 73.3%
- Total annual hours worked: 1,881 hours

Paid leave utilization rate



Total annual hours worked



Promoting Wellness: Preventing Lifestyle Diseases

We are working to ensure all employees undergo periodic health checkups, and in fiscal 2025 maintained a participation rate of 100%. Based on the results of health checkups, we encourage those employees requiring in-depth examinations to accept them and achieved a participation rate of 90.5% in fiscal 2025.

The Company uses these results to promote initiatives to prevent lifestyle diseases, placing particular emphasis on measures against high blood pressure.

Specifically, the Company has been implementing the Risk-Stratified Blood Pressure Management Program since fiscal 2017. Under this program, we use medical histories and the results of health checkups to assess the risk of employees developing cerebrovascular or cardiovascular disorders over the next ten years, and divide employees into three categories: high-risk, medium-risk, and low-risk. Based on that, we check the status of employees' control of their blood pressure and encourage them to make improvements to their lifestyle habits.

For those deemed to be at high risk, we conduct surveys to assess the current state of their treatment and then hold interviews with an industrial physician if required, in an effort to prevent high blood pressure from becoming more severe.

The fiscal 2025 survey response rate was 92.5%, of which 20.8% received health guidance in consultations with an industrial physician.

We held blood pressure seminars led by an industrial physician assigned to company headquarters for those employees with a medium or low risk of developing these conditions, achieving a participation rate of 95.8%. In a survey of participants, approximately 99% of people responded that they understood the importance of controlling their blood pressure, and there was a notable increase in awareness of weight management, exercise, and lower salt intake.

Additionally, in fiscal 2025 we also held online seminars (provided by Asahi Breweries, Ltd.) on responsible drinking, as part of our efforts to address alcohol-related issues. 150 people participated in the live stream on the day of the event, deepening their basic understanding of alcohol through a patch test and quiz-based learning. The seminar has been viewed 221 times via on-demand streaming, with many employees taking part.

Improving Employee Vitality

Priority measure (1) Helping people quit smoking

We are working to maintain the health of our employees. The Group has held programs to help people quit smoking since fiscal 2017, and our work rules clearly state that smoking is prohibited throughout company facilities and premises, and during working hours.



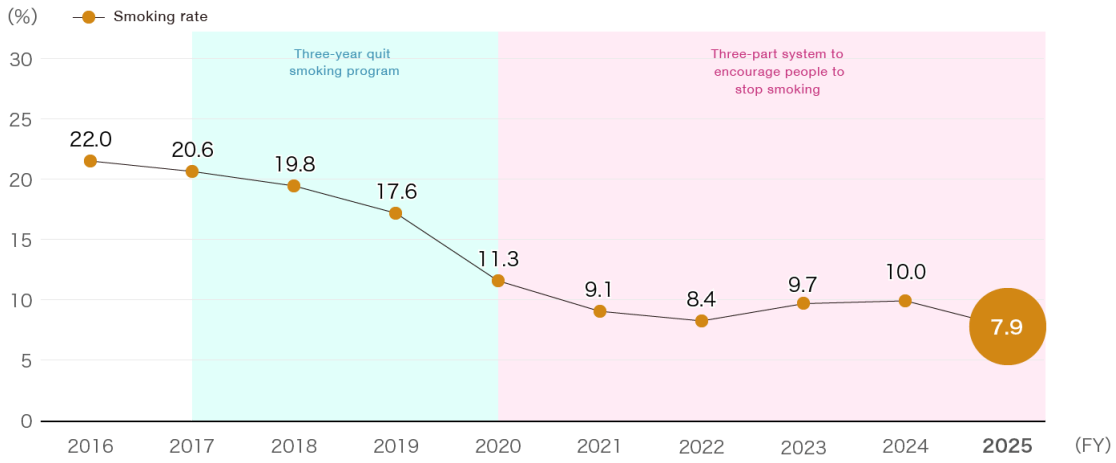
From fiscal 2020, the Company, its health insurance association, and its labor union have worked as one to create a framework to encourage people to stop smoking and are aiming to reduce the smoking rate, with top management from each organization offering messages to encourage people to stop smoking every year on May 31 —World No Tobacco Day—with the goal of creating a smoke-free culture.

These initiatives have reduced the smoking rate from 22% at the time they were introduced to 7.9% in fiscal 2025.

Beginning in fiscal 2025, we also introduced the MinChalle program (provided by A10 Lab, Inc.), which uses a habit-forming app to help people stop smoking, and are assisting our employees in their efforts to stop smoking permanently.

Going forward, we will continue to aim for a zero smoking rate and, by leveraging the strengths of each organization, work together throughout the Group to promote stopping smoking.

Smoking rate



Note: Survey methodology standards were revised starting in fiscal 2023

Priority measure (2) Sleep improvement

Based on the results of a health awareness survey of our employees (Health Monitoring for All) the Group found that more employees are unsatisfied with their sleep every year, that there is a correlation between sleep and a person's subjective health, and that lack of sleep is a significant factor in presenteeism (working with reduced productivity). Based on these findings, we view improving sleep as a priority measure in health and productivity management and are working to improve our employees' sleep by introducing programs and holding seminars.

From fiscal 2024 to 2025, we implemented the BackTech, Inc. sleep program for those employees who were facing difficulty sleeping and wish to participate. Participants in this program watched seminar videos, visualized their sleep habits, and were offered individual consultations, with the goal of improving their sleep over a three-month period. 74 people participated, with the ratio of people at a high risk of insomnia (those with a score of six or higher on the Athens Insomnia Scale) decreasing from 78.1% before the program to 65.6% afterward. In addition, 46.9% of employees increased the duration of their sleep by 30 minutes or more per day.

We are continuing this program for the fiscal 2025-2026 period. Currently there are 95 participants working to improve their sleep.

Priority measure (3) Support for women's health

The Group conducted an awareness survey of all employees on women's health in fiscal 2021. The results showed a clear lack of understanding of the effect of women's health issues on work productivity and illustrated that symptoms and illnesses associated with pregnancy and giving birth can interrupt careers or result in women taking leaves of absence or resigning.



E-learning video ("Femtech studies: What every man and woman should know," provided by Houken Kansai Co., Ltd.)

For those reasons, since fiscal 2022 we have introduced measures to support women's health and promoted the creation of environments that allow women to continue working with peace of mind.

In fiscal 2025, to support the health of working women, we introduced initiatives such as health consultations and provided opportunities for women to undergo AMH (ovarian reserve) testing, offered egg freezing and storage services, and facilitated access to gynecological care. The Company and the health insurance association also cooperated to offer e-learning ("Femtech studies: What every man and woman should know," provided by Houken Kansai Co., Ltd.).

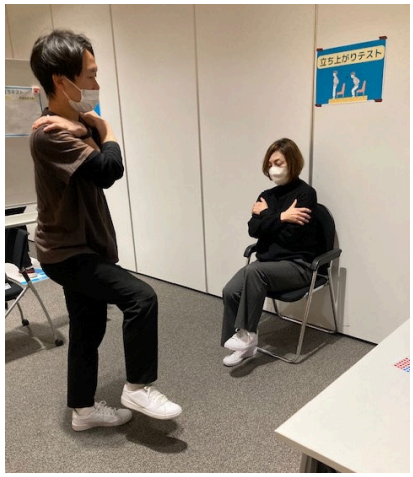
Additionally, since fiscal 2023, we have offered a fertility support program provided by LIFEM Co., Ltd., titled "Online Consultations with Specialists," to prevent career interruptions associated with pregnancy and childbirth. This program is used by employees (including men) in their 20s to 40s. In a survey, respondents offered comments such as "I received specialist advice tailored to my circumstances," and "This has lowered the barrier to fertility treatment for me."

Priority measure (4) Age-friendly measures

In a fiscal 2025 health awareness survey of our employees (Health Monitoring for All), approximately 16% of employees stated that they had experienced a fall in the past year. There was a clear trend indicating that the ratio of falls increased with age.

In response, the Group is working to prevent falls as part of its age-friendly initiatives.

Specifically, we conduct health and physical fitness tests, primarily at large business sites, which are intended to assess, maintain, and improve the physical functioning of our employees. In fiscal 2025, we introduced AI-powered posture analysis in addition to health and physical fitness tests (the two-step test and stand-up test) at the Osaka and Tokyo headquarters.
Physical therapists provide individual feedback based on the predictions this testing provides regarding employees' future posture, helping them to maintain and improve their physical functions.

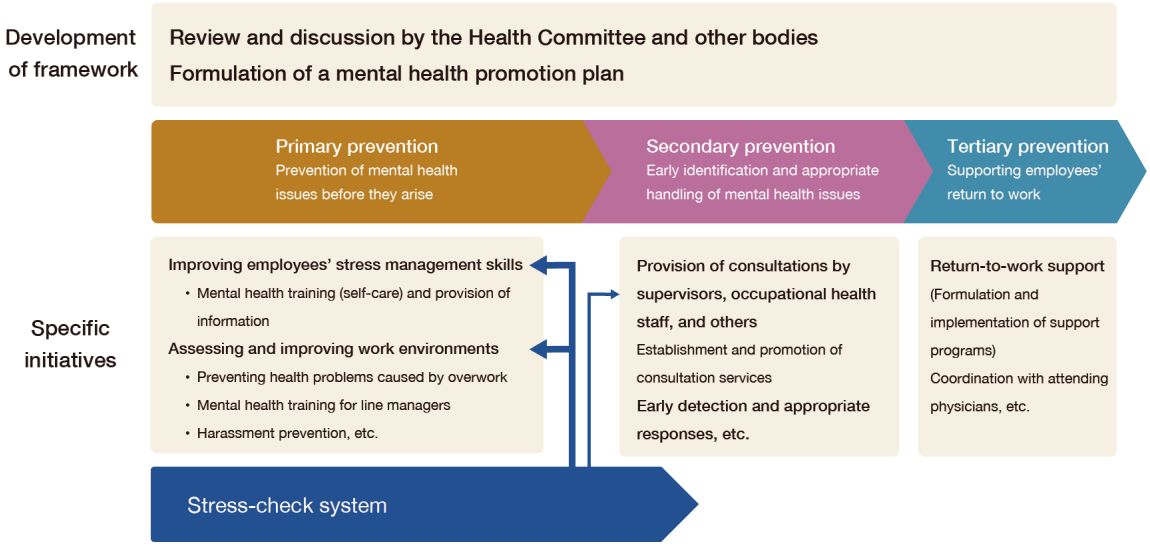




Health and physical fitness testing

Mental Health (Prevention of Mental Health Problems)

The Group is working systematically to organize mental health measures into three stages, "Primary prevention (preventing problems before they arise)," "Secondary prevention (early detection and response)," and "Tertiary prevention (support for returning to work)." The following provides an overview of this system, along with the main initiatives undertaken at each stage.



Primary prevention (prevention of mental health issues before they arise)

The Group has conducted annual stress checks since fiscal 2010. Participation rates are increasing each year, reaching 97.6% in fiscal 2025.

The results of stress checks are analyzed to improve work environments, and the issues identified are provided as feedback to human resources managers at each department and affiliate in Japan and used in activities for improvement.

Additionally, we conduct e-learning-based training for all employees to promote self-care. In fiscal 2025, this training was themed on “Recognizing your own stress and learning to deal with it appropriately,” and achieved a participation rate of 97.0%.

Mental health training for line managers reached a participation level of 98.7%, themed on the communication skills necessary for line managers, with the goal of teaching participants how to listen to their subordinates effectively. We also hold training for new managers on the theme “Mental health support in practice: Responding to the mental health needs of team members.”

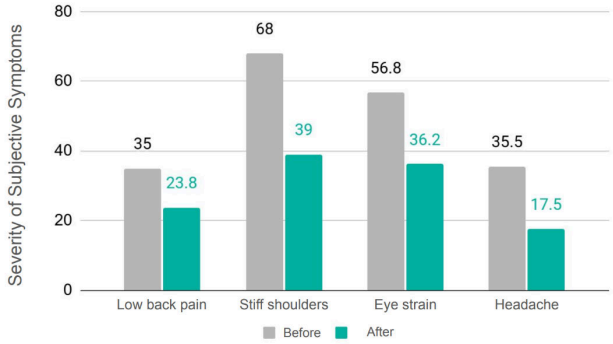
Secondary prevention (early identification and appropriate handling of mental health issues)

As a result of these stress checks, we have introduced a program provided by BackTech Inc. that addresses mental health by helping employees designated as having high levels of stress and suffering from chronic pain to alleviate their pain.

Since people who have mental health issues often experience increased levels of physical pain, this program offers online consultations with physical therapists to alleviate physical pain (by reducing the number of symptomatic days), while helping to mitigate productivity loss and reduce the risk of depression associated with physical and mental health problems.

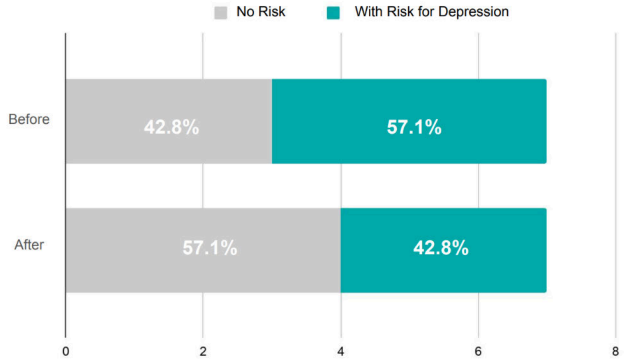
Additionally, we are creating a guidebook that summarizes our internal procedures for dealing with those who are experiencing mental health issues and circulating it primarily to managers. We are also expanding distribution of this guidebook to allow all employees to utilize it.

Accordingly, we are setting up advice services internally and externally to allow employees and their supervisors to seek advice at an early stage and are encouraging people to make use of them.



Notes:

- Higher scores indicate more severe symptoms.
- A difference of 10–15 mm or more is considered clinically significant



Notes:

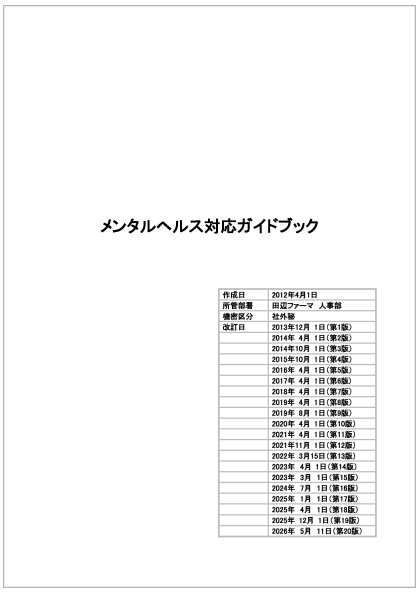
- Depressive symptoms were assessed using the K6, which is also used in Japan's Comprehensive Survey of Living Conditions.
- A score of 5 or higher out of 24 indicates the possibility of depression or anxiety.

Source: BackTech Inc.

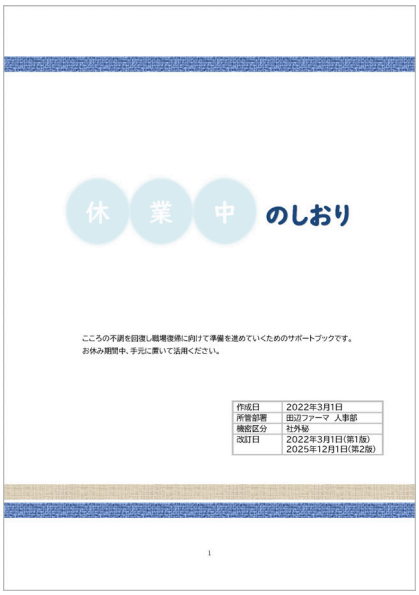
Tertiary prevention (supporting employees' return to work)

We also distribute the Absence from Work Guide to employees who have taken a leave of absence due to mental difficulties. This guide explains the procedures necessary, how time should be spent during such an absence from work, supporting a smooth return to work.

Occupational health staff, workplace supervisors, and human resources personnel in each department and relevant company cooperate in the process of an employee returning to work, providing support that is tailored to the individual.


メンタルヘルス対応ガイドブック

作成日	2012年4月1日
所管部署	田辺ファーマ 人事部
機密区分	社外秘
改訂日	2013年12月 1日（第1版）
	2014年 4月 1日（第2版）
	2014年10月 1日（第3版）
	2015年10月 1日（第4版）
	2016年 4月 1日（第5版）
	2017年 4月 1日（第6版）
	2018年 4月 1日（第7版）
	2019年 4月 1日（第8版）
	2019年 8月 1日（第9版）
	2020年 4月 1日（第10版）
	2021年 4月 1日（第11版）
	2021年11月 1日（第12版）
	2022年 3月15日（第13版）
	2023年 4月 1日（第14版）
	2023年 3月 1日（第15版）
	2024年 7月 1日（第16版）
	2025年 1月 1日（第17版）
	2025年 4月 1日（第18版）
	2025年 12月 1日（第19版）
	2026年 5月 11日（第20版）


休 業 中 のしおり

こころの不調を回復し職場復帰に向けて準備を進めていくためのサポートブックです。
お休み期間中、手元に置いて活用ください。

作成日	2022年3月1日
所管部署	田辺ファーマ 人事部
機密区分	社外秘
改訂日	2022年3月1日(第1版) 2025年12月1日(第2版)

Collaborative Health (Initiatives by the Company and the Health Insurance Association)

The Group promotes collaborative health through cooperation with the health insurance association. The Company and the health insurance association cooperate to encourage employees to participate in a range of health-related initiatives, including promoting smoking cessation under the tripartite framework and increasing participation rates in cancer screenings and specific health guidance.

Initiatives Aimed at Improving Participation in Cancer Screening

Since fiscal 2018, we have been encouraging employees aged 35 and over to have comprehensive physical examinations instead of periodic health checkups. We hope that substituting the results of comprehensive physical examinations for those of periodic health checks will increase the rate of participation in cancer screening.

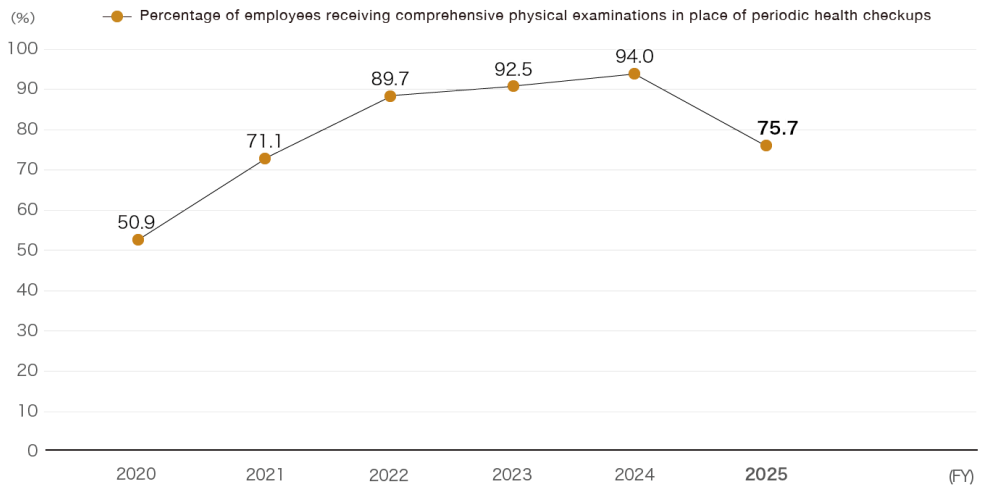
As part of our adult cancer education, since fiscal 2023 we have invited specialists from outside the company to give lectures in online cancer seminars for employees.

In fiscal 2025, as part of the outreach lecture program run under the Action Plan for the Promotion of Cancer Control, we held a two-part seminar featuring one lecture on cancer by a physician and one by a cancer survivor. 232 people attended, and the archived recording has been viewed more than 140 times.

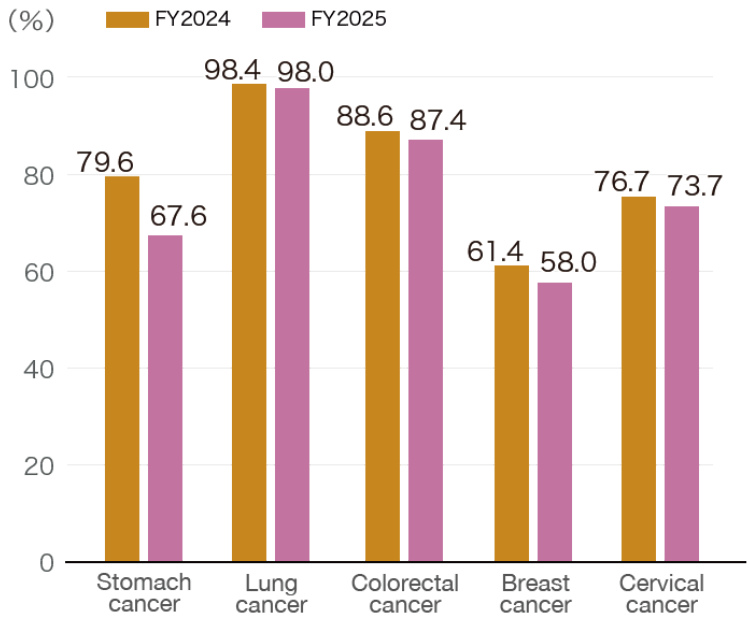
In a survey of participants, many people said that the seminar was easy to understand and deepened their knowledge of cancer. In particular, the lecture from the cancer survivor prompted respondents to talk about the useful insights it gave them into how to offer encouragement to colleagues who are affected by cancer.

We distributed copies of “Cancer screening recommendations: Authored by the Secretariat for the Action Plan for the Promotion of Cancer Control,” a booklet on cancer, to those who wanted them, and strongly encouraged people to undergo cancer screening.

Trends in percentage of employees receiving comprehensive physical examinations in place of periodic health checkups



Cancer screening participation rate recommended by the government



Note: Lung cancer testing tabulated based on the number of people who have had chest X-rays or CT scans

Healthcare Initiatives Conducted by the Health Insurance Association (Walking Campaigns, Lifestyle Habit Improvement Campaigns, Influenza Vaccination)

The health insurance association conducts a range of healthcare initiatives.
They hold an annual walking campaign in which wearable devices are linked to the health insurance association's portal site, allowing participants' daily step counts to be recorded automatically. Points are awarded when participants reach their step goal during the campaign. Successful participants can exchange the points they collect for products they want. 838 employees participated in fiscal 2025, with approximately 80% achieving the step goal.

We conduct an annual Lifestyle Improvement Campaign (the Yarukoto challenge). Each person sets their own health activities, such as eating breakfast or using the stairs, and inputs their progress in a portal site, an activity that encourages them to change their behavior. 644 employees participated in fiscal 2025, with approximately 80% achieving the step goal.

Furthermore, we conduct group vaccinations against influenza at our offices to prevent the spread of infection within workplaces. The cost of vaccination is subsidized by the health insurance association, and we vaccinated 1,327 people in fiscal 2025.

Social Recognition

Recognized as Outstanding Organization of KENKO Investment for Health 2026 (large enterprise category)

In fiscal 2025, the Group received certification as an Outstanding Organization of KENKO Investment for Health (White 500) under the Ministry of Economy, Trade and Industry's Outstanding Organization of KENKO Investment for Health 2026 (large enterprise category) program. This designation is awarded to the top 500 companies with particularly outstanding initiatives in this domain.

Under this framework, companies' health and productivity management initiatives are evaluated on "Management Philosophy and Policies," "Organizational Frameworks," "Implementation of Systems and Measures," and "Evaluation and Improvement." The Group exceeded the industry average in all evaluation categories and, in particular, achieved the highest rating both within its industry and across all industries in the "Employee Uptake" (Organizational Frameworks) category.

Recognized as a Sports Yell Company by the Japan Sports Agency for the Seventh Consecutive Year

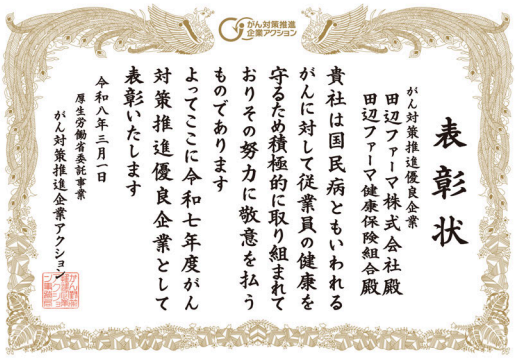
The Group received Bronze Certification under the "Sports Yell Company 2026" program of the Japan Sports Agency, which recognizes companies that actively support and promote employees' sporting activities. Bronze Certification is a title awarded to companies that have received Sports Yell Company certification five or more times.

In cooperation with the health insurance association, we continue to hold a walking campaign and health-related events that utilize wearable devices, in an effort to encourage people to adopt exercising as a habit.

Additionally, we have continued with multifaceted efforts to address physical issues stemming from reduced physical activity caused by desk work or working from home, encouraging people to exercise voluntarily through measures such as distributing stretching videos made by in-house massage therapists.

Recognized as a 2025 Cancer Control Promotion Excellent Company

We were selected under the Action Plan for the Promotion of Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, for recognition and commendation as a Cancer Control Promotion Excellent Company for the sixth consecutive year in recognition of our cancer prevention efforts on behalf of our employees.



The Group is promoting a range of measures to combat cancer, such as subsidizing fees for comprehensive medical checkups through the health assurance association, encouraging employees to undergo cancer screening by substituting the results of comprehensive health checkups for those of regular health checkups, introducing systems to support a balance between work and medical treatment, providing information to employees, and holding online seminars led by specialist external physicians.

Going forward, we will continue to work to increase the cancer screening rate while promoting an understanding of cancer.

Society > Together with Business Partners

Establishment of a Sustainable Supply Chain

To fulfill our corporate social responsibilities throughout the entire supply chain, including our suppliers, we undertake various initiatives in accordance with the following principles of conduct for the procurement department.

Action Principles

Employees involved in procurement operations are working to implement CSR procurement in accordance with various rules and internal regulations, including the Procurement Policy (Groupwide in scope) and the Procurement Compliance Code of Conduct (for all domestic affiliates), which have been established by the Group as fundamental guidelines to promote fair and impartial procurement activities.

Procurement Policy

1. Fair and equitable selection of suppliers
2. Open opportunity for transactions
3. Establishment of relationships of trust
4. Compliance with laws and regulations, as well as social norms
5. Prudent conduct

Selecting and Reevaluating Suppliers

In selecting and reevaluating suppliers, we confirm that they do not have any relationship with anti-social forces. In addition, suppliers involved in the manufacturing of pharmaceuticals are evaluated focusing on the following five criteria based on our selection standards.

We are also responsible for the procurement functions of our domestic Group companies and select and reevaluate suppliers based on the same standards for raw materials procured by subsidiaries. We cooperate with suppliers based on the results of this re-evaluation, working to reduce risk and ensure stable supply.

Furthermore, to ensure business continuity even in an emergency, we require that our major suppliers (determined based on annual transaction value, difficulty in finding alternative suppliers, and other factors) keep a predetermined quantity of pharmaceutical raw materials on hand for continuous supply.

Evaluation Points

- Quality assurance level
- Technical capabilities
- Continuity and stability of supply
- Price and business conditions
- Corporate attitude (CSR initiatives include compliance with laws and regulations, environmental protection, working environment, and respect for human rights)

Conducting a Survey of Business Partners

To build and strengthen a sustainable supply chain, we have conducted a survey to check the status of CSR initiatives such as ensuring environmental conservation, respect for human rights, and occupational safety and health.

Approximately 80 companies responded to the fiscal 2024 survey (a response rate of approximately 90%). We are encouraging improvement by feeding back the aggregate results of responses to each question to our business partners so that they can assess their relative CSR levels.

Going forward, we will continue to conduct this survey in order to encourage our business partners to confirm the items they should prioritize and effectively promote their CSR activities.

Survey Flow

1. Each supplier responds to the survey
   (Self-assessed at three grades (1 to 3 points) for each item)
2. We calculate the average score for each item
3. We provide feedback on the scores to each company

Announcement of the Declaration of Partnership Building

In October 2021, we endorsed the goals of the Council on Promoting Partnership Building for Cultivating the Future that are promoted by the Cabinet Office and the Small and Medium Enterprise Agency, and published our Declaration of Partnership Building.



The Declaration of Partnership Building, signed in the name of a company representative, states that a company will promote cooperation and coexistence with supply chain partners and value-creating businesses, thus building new partnerships.

Declaration of Partnership Building (registered December 1, 2025) (Japanese language only)

Training on Laws and Regulations

Our procurement departments regularly conduct training on the laws and regulations related to procurement. In this way, we have worked to ensure rigorous compliance awareness.

Applicable Main Laws and Regulations

- Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices (Pharmaceuticals and Medical Devices Act)
- Act on the Evaluation of Chemical Substances and Regulation of Their Manufacture, etc. (Chemical Substance Control Law)
- Industrial Safety and Health Act
- Act on Preventing Delay in Payment to Small and Medium-Sized Entrusted Business Operators in Relation to Manufacturing Consignment (SME Transactions Act)
- Foreign Exchange and Foreign Trade Act (Foreign Exchange Act)
- Other laws and regulations concerning import and export

Consideration for Human Rights

We have established procurement rules in line with the Procurement Policy that stipulate that we conduct our procurement activities by giving full consideration to human rights. We conduct a survey of our business partners to check the status of their efforts to respect human rights.

Society > Together with Local Communities and Society

Corporate Citizenship Policy

Corporate Citizenship Policy

Tanabe Pharma Group aims to contribute to society through its business, and as a good corporate citizen, we will also work to achieve harmonious co-existence with communities and to contribute to their development.

In accordance with the Tanabe Pharma Group Corporate Citizenship Policy, Group employees will share the same future direction, and the Group will actively implement corporate citizenship activities in regions around the world.

The Tanabe Pharma Group Corporate Citizenship Policy

We at the Tanabe Pharma Group (hereinafter the "Group") conduct business with due respect and consideration afforded to the cultural practices and customs that prevail in the countries and regions where we operate. We engage in corporate citizenship activities with a view to realizing a sustainable society in which people from all age groups and walks of life can lead active lives through their physical and mental fulfillment as well as active involvement in social activities.

1. Basic principles

1. We will pursue corporate citizenship activities in accordance with local circumstances and social norms mainly in the countries and regions where we conduct business.
2. We will make effective use of the Group's resources and its knowledge as a research-driven pharmaceutical company.
3. We will seek collaboration with relevant bodies such as public interest corporations, NPOs, NGOs, local communities, and seek to earn their trust.
4. We will establish a work environment where employees are encouraged to become involved in volunteer activities.
5. We will strive to enhance the Group's social value by supporting harmonious coexistence with society.

2. Activity areas

The Group will pursue its corporate citizenship activities primarily in the following four areas.

1. Contributions to medical care and welfare
2. Development of science and technology
3. Conservation of and contributions to the environment
4. Promotion of local communities

In addition to the above areas, we will also work on specific initiatives as the need arises, including the provision of humanitarian support and the fostering of the next generation.

3. Promotion system

We will develop and implement an internal system and rules for promoting corporate citizenship activities and strive to increase awareness of such activities among employees.

Society > Together with Local Communities and Society

Contributions to Medical Care and Welfare

As a life sciences company, in addition to our business activities, the Tanabe Pharma Group is engaged in a wide range of medical and welfare-related initiatives that seek to achieve a vigorous life for patients, their families, and others.

Tanabe Pharma Medical Educational Subsidy

The Company subsidizes medical training that is independently planned and operated by medical societies and associations, to help improve the quality of medical care offered in Japan through better literacy in patients and healthcare professionals, and in 2021, the Mitsubishi Tanabe Pharma Medical Educational Subsidy was established. In fiscal 2025 we provided a total of 4.47 million yen for two projects to support education initiatives regarding ailments of the central nervous system.

For further information about the supported projects and eligible organizations, please refer to the Tanabe Pharma Medical Educational Subsidy website. (https://www.tanabe-pharma.com/ja/sustainability/educational_subsidy.html) (Japanese language only)

Support for Patients with Intractable Diseases and Their Families

The Tanabe Pharma Tenohira Partner Program

The Company believes in the importance of developing new drugs for intractable diseases and providing support for patients with diseases and their families. Accordingly, in 2012, we established the Mitsubishi Tanabe Pharma (now: Tanabe Pharma) Tenohira Partner Program. This program provides aid for the activities of organizations and support groups for patients with intractable diseases. These organizations work to improve patients' medical treatment, education, and career prospects and to enhance their quality of life. In fiscal 2025, 13 organizations were selected for assistance.



Meeting to report on support operations

Additionally, in fall every year we receive a report from each organization we provided assistance to in the previous fiscal year, detailing their activities, and take the opportunity for the exchange of opinions and other information. In fiscal 2025, we held the event over two days, September 24 (Osaka) and October 6 (Tokyo), with reports from 12 patient groups (one of which participated online), utilizing a hybrid format that allowed employees who wished to attend to do so online.

For details about grant recipients and other information, please see the page "Support activities for patient groups with intractable diseases." (Japanese language only)

Health support websites:

- Shittoku Café Crohn's disease website https://www.remicare.jp/cd/ (Japanese language only)
- Shittoku Café Ulcerative colitis website https://www.remicare.jp/uc/ (Japanese language only)

Sponsoring and participating in a Lou Gehrig Day commemorative event

Tanabe Pharma Korea (TPKR) employees participated as volunteers in a commemorative event held every year by the Korean ALS Association to support patients and raise awareness of Lou Gehrig's disease. This event is intended to promote understanding and raise awareness of ALS and is held with the participation of ALS patients and their families, volunteers, and the general public.

TPKR employees helped as volunteer staff, assisting patients in wheelchairs for whom mobility was difficult, and participating in a march at Cheonggyecheon Plaza to raise awareness of ALS—a rare disease—among the general public. All employees also participated in the Ice Bucket Challenge in an effort to better understand and empathize with ALS patients.

The Company will continue to participate in this event, contributing to raising awareness and promoting understanding regarding ALS patients and their families.

Note: Called "Lou Gehrig's Disease" after the American professional baseball player Lou Gehrig, who suffered from it. The medical name for this disease is amyotrophic lateral sclerosis.



An ALS patient watches the commemorative event



TPKR employees participate in the Ice Bucket Challenge

Blood Donation

According to the Japanese Red Cross Society, approximately 14,000 people need to donate blood each day in order to secure the necessary amount because blood cannot be artificially produced or stored for long periods of time. Blood is essential to support the treatment of patients who require blood transfusions.

The Group cooperates actively with the Japanese Red Cross in blood donation activities at each site, including our head offices. Outside Japan, employees at Mitsubishi Tanabe Pharma Indonesia's Bandung Plant* and Taiwan Tanabe Seiyaku voluntarily participate in blood donation activities.

In fiscal 2025, 559 employees donated blood in Japan and overseas.

＊ Mitsubishi Tanabe Pharma Indonesia changed its name to Tanabe Pharma Indonesia in October 2026.



Mitsubishi Tanabe Pharma Indonesia*
(Bandung Plant)



Taiwan Tanabe Seiyaku
(Hsinchu Industrial Park)

Sale of Fresh-Baked Bread and Confectionary from Welfare Facilities Catering to People with Disabilities

On the third Thursday of every month, we hold direct sales of freshly baked bread and confectionary made at welfare facilities catering to people with disabilities at our headquarters. Each carefully made, these baked goods are a favorite of our employees and sell out every time. The welfare facilities appreciate these sales as an opportunity to receive feedback from their customers directly. We will continue to support their efforts by purchasing from them.



Sales of freshly baked bread and confectionary

Contributing to Developing Countries

TABLE FOR TWO (TFT)

TFT is a social contribution activity that originated in Japan. It is aimed at simultaneously resolving the problems of hunger in developing countries and the problems of obesity and lifestyle-related diseases in industrially developed countries. At the employee cafeterias, when employees eat low-calorie meals that help prevent obesity, through TABLE FOR TWO International, 20 yen of the price is allocated to the cost of school meals in developing countries, such as countries in Africa and Asia. Twenty yen is the amount of money needed to provide one meal in a developing country.

In 2014, we introduced the TFT Program at the employee cafeteria at the headquarters office. Also, at offices, we have installed TFT vending machines, and a portion of the sales of drinks purchased from these machines is used to provide meals for children in developing countries. Employees have given high evaluations to this initiative, in which they can readily participate, and which enables children in developing countries and employees to improve their health at the same time. In fiscal 2025, 46,681 yen was donated, and the cumulative total donated since the start of the activity reached 1,640,000 yen.

The school meals that are provided through donations are expected not only to help solve hunger among children but also to increase school attendance rates and grades, lead to gains in the children's fundamental strength, and help prevent disease. In this way, these meals are playing an important role in helping to eliminate poverty. Moving forward, we will continue this initiative to help solve hunger and poverty among children in developing countries.

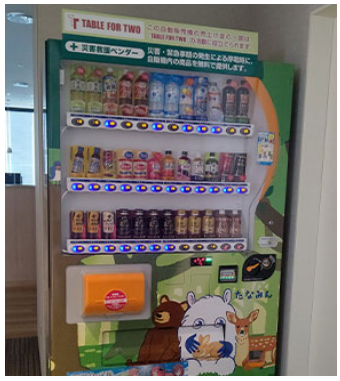
＊ TFT (https://www.tablefor2.org/)

Fiscal 2025 meals contributed through participation in the TABLE FOR TWO program (Converted at 20 yen per meal)

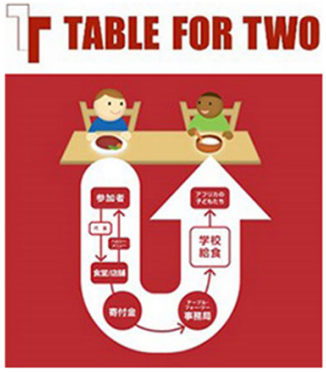
Contributions from the TFT menu	Contributions from TFT vending machines	Total
35,020 yen (1,751 meals)	36,560 yen (1,828 meals)	71,580 yen (3,579 meals)



Healthy TFT menu



TFT vending machines



TFT framework

Participating in Onigiri Action 2025

Onigiri Action is a campaign of social contribution held every year on October 16 in conjunction with World Food Day. Themed around the concept of changing the world with Japanese cuisine, this campaign seeks to provide hot lunches to children in Africa and Asia through onigiri (rice balls), a typical Japanese food. Under the Onigiri Action system, five hot meals are distributed to children in these areas for every post of an onigiri photo on social media and other dedicated websites.

On October 22, 2025, the Group held Onigiri Action events at four locations simultaneously: company headquarters and our Yokohama, Yoshitomi, and Onoda offices. With the cooperation of the cafeterias at each location in this campaign, we provided onigiri containing slightly different ingredients to those normally used and special lunches for the event. Each office came up with its own creative ideas, such as preparing cute onigiri-themed point-of-purchase items for commemorative photos. Many employees participated by taking pictures of onigiri and posting them to social media and the dedicated Onigiri Action website.

This event gave each employee a personal perspective on global food and health issues, and provided an opportunity to start from small acts of support.

Onigiri Action（https://onigiri-action.com/en/ ）



People purchasing onigiri pose for commemorative photos with unique point-of-purchase items



A poster displayed in-house

Participating in Vaccine Support Activities

The Group has been participating in vaccine support activities for children in developing countries since 2014. Through this program, unneeded books, CDs, and DVDs are donated, and the proceeds from their sale are donated to Authorized NPO Japan Committee Vaccines for the World's Children.
Through this international contribution activity, those donations are used to deliver vaccines to children in developing countries, such as vaccines for six major infectious diseases. The price of a polio vaccine is only 20 yen per person. One book that is sitting on a shelf can protect two children from polio.



In-house posters and scenes from participating offices

In fiscal 2025, a total of 144,042 yen, equivalent to polio vaccines for 7,202 children, was raised from employee donations and matching gifts from the Company. Since the start of these activities, total donations were about 3.13 million yen, equivalent to about 156,500 polio vaccines.

As part of our support for access to healthcare, we will continue these activities as we aim for a future in which children in developing countries live healthy and happy lives.

Fiscal 2025 contributions resulting from participation in vaccine support activities for children in developing countries

	Amount of contributions	Polio vaccine (estimate)
Employees	72,021 yen	3,601 doses
Company matching	72,021 yen	3,601 doses
Total	**144,042 yen**	**7,202 doses**

Society > Together with Local Communities and Society

Development of Science and Technology

Support for Research Foundations

Tanabe Pharma provides financial assistance to the SENSHIN Medical Research Foundation and the Japan Foundation for Applied Enzymology as a means of funding research in a broad range of fields including medicine, pharmaceuticals, agriculture, and the physical sciences. By providing support for the activities of both foundations, the Company works to promote research and provide information that benefits medical treatment and public health.

SENSHIN Medical Research Foundation

This foundation was established in 1968 with support from the former Yoshitomi Pharmaceutical Industries, Ltd. The foundation aims to contribute to the medical treatment and health of consumers. To that end, the foundation promotes advanced research in the fields of medicine and pharmacology, providing grants, commendations, etc., for pharmacopsychiatry research, hematological research, and circulatory research. In fiscal 2025, the foundation provided 100 grants worth a total amount of 133 million yen. For further information about supported research and grant recipients, please refer to the foundation's website. (https://www.smrf.or.jp) (Japanese language only)

Japan Foundation for Applied Enzymology

This foundation was established in 1964 with support from the former Tanabe Seiyaku Co., Ltd. The foundation aims to contribute to the development of various fields in the life sciences in Japan by supporting research in a wide range of academic fields, from fundamental analysis of molecules affecting the regulation and maintenance of biological functions, such as enzymes, to applied research. To that end, the foundation provides support for enzyme research and grants for young researchers in four types. In fiscal 2025, the foundation provided 156 grants worth a total amount of 78.8 million yen. For further information about supported research and grant recipients, please refer to the foundation's website. (https://www.jfae.or.jp) (Japanese language only).

Participation in the Global Health Innovative Technology Fund (GHIT Fund)

The Global Health Innovative Technology Fund (GHIT Fund) was established as Japan's first public-private partnership to discover new drugs for infectious diseases that affect people in the developing world, such as malaria, tuberculosis, and neglected tropical diseases.

We endorse the GHIT Fund's objective of contributing to global health, and following the provision of financial support for the GHIT Fund first phase (fiscal 2013–fiscal 2017) and the second phase (fiscal 2018–fiscal 2022), the Company is also providing financial support to the GHIT Fund for the third phase (fiscal 2023–fiscal 2027). Through the GHIT Fund, the Company provided its pharmaceutical compound library to research institutions to conduct joint research on drug exploration for malaria and neglected tropical diseases. Moving forward, we will continue working to contribute to the health of people around the world, including contributions to the treatment of infectious diseases in the developing world.

Society > Together with Local Communities and Society

Contributions to the Environment

Greening of Office Surroundings

The Group is aggressively working on greening and beautification activities at each office in Japan and overseas. Employees clean office surroundings and actively participate in other neighborhood cleaning activities. In these ways, we are working to contribute to environmental conservation and foster harmonious coexistence with local communities.

Fiscal 2025 greening and beautification activities

Worksite	Program name
Headquarters	Osaka City cleanup campaign “Cleanup Operation” (office surroundings)
Yokohama Office	• Hama-Road Supporter (office surroundings)
Shonan iPark	• Volunteer cleaning activities (office surroundings)
Onoda Office	• Japan archipelago clean operation
Yoshitomi Office	• Yoshitomi seashore cleaning (sponsored by Yoshitomi Town) • Clean Operation (office surroundings)
Regional Sales 1 Dept. (Hokkaido area)	• Kita Ichijo Street Neighborhood Association Safety and Cleanup Campaign
Taiwan Tanabe Seiyaku	• Greening and beautification activities around our plant • Cleaning activities around our plant • Seashore cleaning activities
Mitsubishi Tanabe Pharma Korea (Now: Tanabe Pharma Korea)	• Cleaning activities around our plant on Environment Day
Mitsubishi Tanabe Pharma Indonesia*	• Greening and tree planting

＊ Mitsubishi Tanabe Pharma Indonesia changed its name to Tanabe Pharma Indonesia in October 2026.

Click here for biodiversity conservation initiatives.

Bottle Cap Collection

At each office, we are collecting PET bottle caps as one aspect of in-house eco-activities. The collected caps are converted into recycled materials and sold, and the funds generated are used for administration expenses at social welfare facilities and for vaccines for children in developing countries. In fiscal 2025, we helped support the provision of vaccines for approximately 133 children (by collecting around 266 kg of caps).



Many bottle caps were collected.





Collection, cleaning, and dispatch performed by Tanabe Palm Service, a special subsidiary company (headquarters)

Society > Together with Local Communities and Society

Promotion of Local Communities

The Tanabe Pharma Group values its connections with people in the communities where it does business. As a member of various local communities, we are deepening exchanges with local communities through the sponsorship of regional events and other initiatives, and we are taking steps to contribute to the development of regional society by conducting historical and cultural activities and regional activation initiatives.

Tanabe Pharma Historical Museum

In May 2015, the Company opened the Mitsubishi Tanabe Pharma Historical Museum* on the second floor of its headquarters in Doshomachi, Osaka, which is known as the pharmaceutical district. Visitors can learn about the history of the Company, which was founded in 1678, and the history and culture of Doshomachi. In addition, using 3D images and touch panels, visitors can learn about such topics as the structure of the human body and how pharmaceuticals work. As of May 2025, 48,340 people had visited the museum since its opening, deepening their understanding of the Company's past, present, and future, and of the culture and history of Doshomachi.

The museum's website features Virtual Tour videos that introduce certain exhibits using audio guides. (https://www.mtpc-shiryokan.jp/en/vtour/)

In celebration of the museum's 10th anniversary, we held a workshop in which participants followed Meiji-era literature to make faithful recreations of domestically made curry powder, guided by the perspective that herbal medicines were originally used as both spices and medications. We used the recipes featured in this workshop to create, "Curry spices encountered by Doshomachi medicine sellers in the Meiji era." This received an award in the "Curry-related Production Category," at Curry of the Year 2026, announced on January 22, 2026—Curry Day.



Tanabe Pharma Historical Museum
HP: https://shiryokan.tanabe-pharma.com/en/

This historical museum is not only cooperating by providing exhibition materials, it is also cooperating with local events and contributing to the education of the next generation, such as with off-campus school learning activities.

* In December 2025, the name was changed to "Tanabe Pharma Historical Museum."

Certified by This is MECENAT 2026, the Association for Corporate Support of the Arts

In July 2026, the operation of this museum was certified under the “This is MECENAT 2026” certification system for MECENAT activities (promoting social creativity through arts and culture) implemented by corporations and corporate foundations under the Association for Corporate Support of the Arts. This is the seventh consecutive year of certification since 2020.

Note: “This is MECENAT” is a system for promoting social creativity through arts and culture by certifying various MECENAT activities and shining light on each of them.

Holding the 2025 Namboku Jizoson Jizobon

The Namboku Jizo Bosatsu (Bodhisattva) is enshrined in a temple in a public space on the grounds of our headquarters. On August 22, 2025, we held a Namboku Jizoson Jizobon* in the public space outside the first floor of the building. Jizobon is a traditional event at which we pray for the health of children. This marked the fourth time we had held it. Around 130 people visited for Jizobon events thereafter, including children from local daycare centers, kindergartens, and elementary schools, their guardians, and other local people. Some employees also took part with their children.

On the day of the event, we arranged for some entertainment for local residents to take place after priests had chanted some Sutras, and prayed for our children to grow up strong and healthy. The children in attendance received Tanamin fans and gifts of sweets and enjoyed games such as ring toss and yo-yo fishing. There were a wide variety of activities on offer, including photo opportunities with Tanamin and bubble blowing with the staff.

Despite the heat, the cheerful children and the local residents who came to pray to the Jizo Bosatsu all took part, bringing a fun summer atmosphere to our headquarters.

* Jizobon: Refers to the festival days for Jizo Bosatsu, which occur around the 23rd and 24th of August. Jizobon is a traditional event that is primarily a feature in the Kansai region. People pray to the Jizo Bosatsu, who is said to be guardian deity of children, in the hope that their children will be happy and healthy. They offer gifts to the Jizo Bosatsu and enjoy playing games and eating sweet treats together.



The Jizo memorial service



Ring toss



Yo-yo fishing



Tanamin photo corner

Namboku Jizo Bosatsu

This stone Jizo was dug out of the earth at a point to the south-west of the current headquarters building in 1825 (the original site of the storehouse belonging to the third generation Kihei Konishi) and given to Tanabe Pharmaceuticals by the Konishi family in 1947. It has been worshipped as the Namboku Jizo Bosatsu ever since Namboku Mizuno (1760–1834), a renowned physiognomist, designated the excavated statue a Jizo. In 1957, it was moved to the Osaka factory (Kajima office) when the Company headquarters was renovated, and then moved back when the Kajima office closed in October 2021.



A temple in a public space

Regional Revitalization Initiatives in Pharmaceutical District, Doshomachi

The Company is contributing to regional revitalization through the Historical Museum and the sponsorship of events in cooperation with regional organizations.

Operation and Implementation of the Shinno Festival

In Doshomachi, where the Company has its headquarters, the Shinno Festival (a pharmaceutical festival) is held each year on November 22 and 23. The festival is operated and implemented by YAKUSOKO, an organization mainly established by pharmaceutical companies in Doshomachi. The Company has contributed to the festival as a member of YAKUSOKO for many years.

Sponsored Doshomachi Tanamin Storytelling Theater

Since fiscal 2017, we have hosted the Tanamin Storytelling Theater twice a year, named after the Company's character Tanamin. Through rakugo, which is a traditional form of entertainment that is highly popular in Osaka, and lectures about the culture of the time, we are providing opportunities for people to become familiar with the history and culture of Osaka, and these initiatives have been well received.



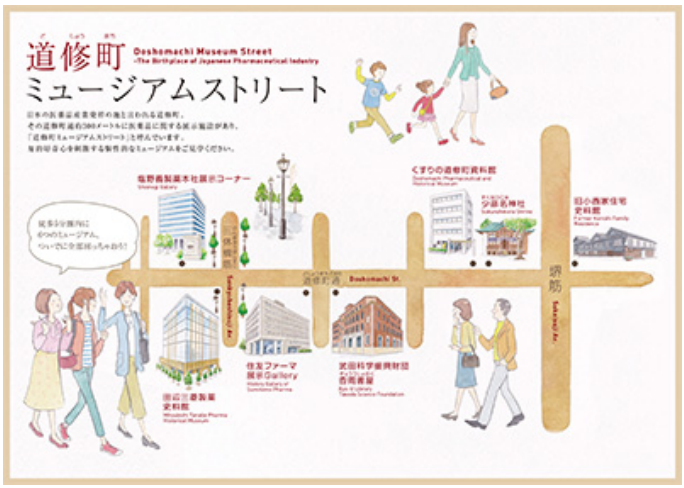
The "Rakugo journey" discussion after the Rakugo session

In honor of Expo 2025, Osaka, Kansai, Japan, the event held on June 28, 2025, centered on the theme, "Touring Expo with Rakugo." With Expo bringing travelers from all over the world to Osaka, and large numbers of people also visiting Doshomachi, we offered a relay-style rakugo performance themed on travel and held a lecture and discussion on this theme.
(Doshomachi Tanamin Storytelling Theater https://www.tanamin-yose.net/) (Japanese language only)

Doshomachi Museum Street

As an everyday initiative, in cooperation with other Doshomachi exhibition facilities related to pharmaceuticals, we are rolling out a publicity activity under the name Doshomachi Museum Street (Japanese language only). The community will work to provide information to encourage large numbers of people to visit Doshomachi, which is the birthplace of Japan's pharmaceutical industry.

The Company will continue to contribute more and more to local communities.



Doshomachi Museum Street Map

Held Yoshitomi Summer Festival

The Yoshitomi Office (in Fukuoka Prefecture) held its "Yoshitomi Summer Festival" on August 23, 2025, welcoming around 2,300 people (thought to be a record high), including local residents, distinguished guests, employees, and their families. Visitors enjoyed a face-changing show, a rock-paper-and-scissors tournament, and Kagura performances onstage. The annual fireworks were met with cheers and applause, bringing the festival to a very successful end.

This event has grown to become a major festival, and is now a historic event that symbolizes the town of Yoshitomi. Going forward, we will continue to value the bonds that we create with the local community through the summer festival, and will treasure the relationships that we build with them.



The Yoshitomi summer festival

Donating Over-the-Counter Medicines to Children's Land

As part of its corporate citizenship activities, the Company has donated OTC medications and other items to Kodomo-no-Kuni (Children's Land) in Yokohama for use by visitors every year since 1971. On June 10, 2025, we held a presentation ceremony at Kodomo-no-Kuni to hand over donations for fiscal 2025. Kodomo-no-Kuni is a natural amusement park that utilizes a thickly wooded area of approximately 100 hectares in the Tama Hills area of Yokohama City. It was opened in 1965 in commemoration of the marriage of His Imperial Highness (now Emperor Emeritus) in 1959. For more than 50 consecutive years since 1971, the Company has contributed OTC medicines and made other contributions to Kodomo-no-Kuni.

On the day of the ceremony, we handed over a list of the items the Company was donating, together with OTC medications and other items such as topical medications for cuts, scrapes, and insect bites, adhesive bandages with a character theme, bandages, and medicated pain-relief patches. The park staff expressed their gratitude for the support that the Company has continued to provide through its activities for more than half a century, commenting, "These items will be of great use to us when we treat children in our first-aid room."

To commemorate the 50th anniversary of the founding of Kodomo-no-Kuni, the Company donated the home of bird characters Juru and Chichi, which has become a favorite spot for visitors to take commemorative photographs.



Donation of OTC medicines, etc.



"Juru & Chichi's House," donated by our company, has become a popular photo spot

Collaborating with Regional Organizations

Doshomachi Development Association

In September 2015, a Doshomachi development association known as the Doshomachi Club was established. The Company serves as the executive office of the association. The Doshomachi Development Association is engaged in a variety of initiatives aimed at achieving the SDGs. The objectives of this organization are to maintain and develop the cityscape, centered on the Doshomachi Street, to conduct activities to foster trust and mutual cooperation among the people who live and work in the area, and to build a dynamic community that brings together people who are interested in health. On that basis, the organization seeks to link the history and traditions of the Doshomachi pharmaceutical district to the future.

Doshomachi Street Revitalization Project

The Doshomachi Street Revitalization Project seeks to create attractive and people-friendly towns through public-private partnerships, and is working on a utility pole removal and road maintenance project in an area of Doshomachi that meets the demands of local landowners and relevant parties. A sidewalk was created in May 2022, creating an all-new nighttime view. By 2027, we plan to complete the removal of the utility poles along with moving power lines underground.

In June 2022, Osaka City approved the Doshomachi Landscape Agreement system. We will work to enhance the attractiveness of the town based on rules formulated together with the landowners along Doshomachi 2- and 3-chome.



Road Maintenance from the Doshomachi Street Revitalization Project

Other initiatives

In an effort to conduct activities that foster trust and mutual cooperation among the people who live and work in the area, we are promoting a rooftop greening project based on potted grape cultivation, which is also an environmental measure, with a great deal of wine being made.

We also focus on offering information on the region, offering the history of Doshomachi and its buildings through a website, and introducing events through social networking services (Instagram).
Doshomachi development association (known as the Doshomachi Club)
(https://doshomachi-club.org/) (Japanese language only)
Instagram https://www.instagram.com/doshomachi_club/?hl=ja
We will continue to cooperate in activities to create dynamic towns that meet local needs.

Also, we have joined the Semba Club, the Sankyubashisuji Trade Association, and other organizations, and participated and cooperated in various local revitalization activities.

A variety of industries have long prospered in the Senba area, including pharmaceuticals in Doshomachi, finance in Kitahama, and textiles in Honmachi, and there are many historic buildings. The Company also takes part in Living Architecture Museum Festival Osaka (Ikefes Osaka), which is held every fall. (https://ikenchiku.jp/) (Japanese language only)

8th KJPA Volunteer Kimchi-Making Event (Korea)

In November 2025, four employees from Mitsubishi Tanabe Pharma Korea (now: Tanabe Pharma Korea) participated in the Volunteer Kimchi-Making Event organized by the Korea Japan Pharmaceutical Association (KJPA). This activity allowed Japanese expatriates and their families to experience the traditional Korean cultural practice of kimchi making. The kimchi prepared during the event was donated to 600 households of elderly and socially vulnerable people in the local community. This was a valuable experience that offered participants a greater understanding of traditional Korean culture and deepened ties with local people.



Making kimchi



The kimchi prepared during the event was donated.

Note: Information on this page pertains to activities and results for fiscal 2025.

Society > Together with Local Communities and Society

Activities Addressing Social Needs

Developing the Next Generation

As measures to develop the next generation, the Group provides support for Japanese and international students studying at medical and pharmaceutical schools, offers visiting lectures, and uses its domestic and overseas offices for company visits and as venues for pharmaceutical lectures. Furthermore, we provide comprehensive learning initiatives that leverage the unique knowledge of a pharmaceutical company to benefit students.

JEES/Tanabe Pharma Medical and Pharmaceutical Scholarship

To support the development of medical care, welfare, and scientific technology, and to contribute to the development of the next generation of human resources who will be responsible for the medical and pharmaceutical fields, in March 2023, the Company made a donation to the Japan Educational Exchanges and Services (JEES)* scholarship program in support of students, including international students, studying at medical and pharmaceutical faculties. This saw the establishment of the JEES/Mitsubishi Tanabe Pharma (now: Tanabe Pharma) Medical and Pharmaceutical Scholarship.

The scholarship program has been offered to foster the next generation of professionals in the fields of medicine and pharmacy. Having fulfilled its intended role, the program accepted its final applications for the 2025 academic year. Students who have already been selected as recipients will continue to receive support until graduation.

Going forward, the Company will position developing the next generation as an important issue for society, and will continue to contribute in this regard by visiting schools to provide lectures and by accepting company visits.

＊ Japan International Educational Exchange and Services (JEES)
A public interest incorporated foundation that offers support to Japanese and international students. As part of its activities, JEES operates a program of named scholarships, under which scholarships are named for the person or company funding them.
The JEES/Tanabe Pharma Medical and Pharmaceutical Scholarship program ceased accepting new applications after the 2025 application cycle.

Visiting Lectures at Schools

The Company provides visiting lectures, with employees traveling to schools to act as lecturers. Since fiscal 2021, we have participated in the Saturday Learning Support Group*, promoted by the Ministry of Education, Culture, Sports, Science and Technology, offering programs with themes such as careers in manufacturing and in the pharmaceutical industry (research and development of new drugs, etc.). In fiscal 2025, we visited three schools to give lectures.

＊ The Saturday Study Support Group is an educational program promoted by the Ministry of Education, Culture, Sports, Science and Technology to support comprehensive learning for children.





A visiting lecture

Student feedback

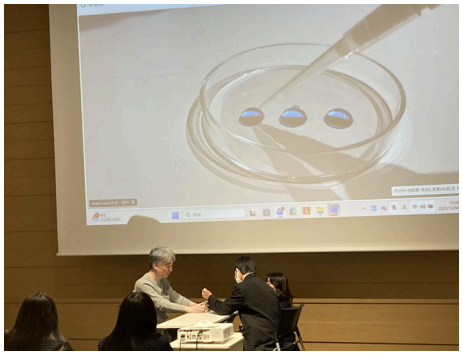
- It was interesting to experiment with soft ramune candies as a substitute for medicine. I had been wondering why some medicines dissolve in the mouth, and today I finally got my answer. Thank you very much.
- When I found out there are things for literature majors to do as well, I was really interested.
- I hope to become a pharmacist one day, so it was interesting to learn about the different medicines and treatment methods in detail. It made me want to study pharmacy and learn so much more. The explanations were very detailed and easy to understand. Thank you very much!



A dissolution experiment using ramune candy

Company Visits

Each of the Company’s offices is taking steps to promote harmonious coexistence with local communities, such as offering tours for regional organizations and comprehensive learning initiatives for nearby schools and school excursions. The goal is to introduce our business, the services of our pharmaceutical company, and employees’ careers, and to help students develop careers through dialogue.
We welcomed a total of six schools in fiscal 2025 for company visits at each of our business locations.


A company visit

Student feedback

- I learned how medicines are made and how difficult they are to produce. The experiment where we all worked together to fly paper helicopters for as long as possible showed me how difficult it is to make things, and let me experience the sense of achievement that comes from working with others. It also deepened the interest I already had in pharmaceuticals.
- I was able to hear a lot of in-depth information about pharmaceuticals—it was a great experience. In addition to the lectures, there were also many opportunities for us to experiment and try things for ourselves, which were fun and interesting. The experience of actually making showed me how difficult research really is.

Thanks from teachers

- The lectures on pharmaceuticals, hands-on experience using micropipettes, and the opportunity to experience the challenges of making things by creating paper helicopters enabled the students to gain insights not available in their regular classes. Thank you very much.

Participation in the Saturday Study Support Group

In 2021, we endorsed the Saturday Study Support Group* promoted by the Ministry of Education, Culture, Sports, Science and Technology, and started offering educational programs through visiting lectures and tours of our historical museum. Please use the program as an aid to enrich children's learning.

* The Saturday Study Support Group is an educational program provided by businesses and promoted by the Ministry of Education, Culture, Sports, Science and Technology to support comprehensive learning for children. The linked website is available in Japanese only.

Programs provided (Japanese language only)

› [Visit the historical museum] Learn about the history and culture of Doshomachi, the pharmaceutical district of Osaka!

Emergency/Disaster Reconstruction Aid

The Group closely monitors disaster-stricken areas and provides emergency and reconstruction support in the event of a disaster in Japan or abroad.

Holding Fairs to Showcase Products from Disaster-Affected Areas

Since 2013, the headquarters, Tokyo Head Office, and other offices have regularly held fairs to prevent memory of disasters from fading and support disaster recovery and reconstruction, showcasing products from disaster-affected regions. They have also opened bars selling regionally produced sake and supported recovery from the Great East Japan Earthquake and the heavy rains in western Japan.

In August 2025, in cooperation with the Company's labor union, we held an event featuring a bar stocked with locally produced sake in support of disaster recovery and sold beverages and other products from disaster-affected areas. A portion of the proceeds, along with donations placed in the donation box in the venue, was donated to the Japanese Red Cross Society.

Sustainability Evaluations

Sustainability Evaluations

Acquired Accreditation Mark Based on the Act on Advancement of Measures to Support Raising Next-Generation Children

The Act on Advancement of Measures to Support Raising Next-Generation Children came into effect in 2005. In accordance with this law, companies that formulate action plans to support child-rearing by employees, achieve planned targets, and meet certain standards are eligible for certification by the Ministry of Health, Labour and Welfare. The Kurumin mark demonstrates that a company has received this certification. The Company has been certified for six consecutive years since 2007. Among companies that had already been Kurumin certified, Mitsubishi Tanabe Pharma was Platinum Kurumin certified in July 2019.

Acquired Eruboshi Certification Mark

In accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, which came into effect in 2016, companies that formulate action plans to promote active careers for female employees and achieve excellent results with related initiatives are eligible for certification by the Ministry of Health, Labour and Welfare. The Eruboshi mark demonstrates that a company has received this certification. In 2016, we received "Eruboshi," the highest level of certification, which is based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

Recognized as Outstanding Organization of KENKO Investment for Health 2026 (White 500)

We received certification for the ninth time as an Outstanding Organization of KENKO Investment for Health (White 500) under the Ministry of Economy, Trade and Industry's Outstanding Organization of KENKO Investment for Health 2026 (large enterprise category) program. This designation is awarded to the top 500 companies with particularly outstanding initiatives in this domain.

This certification program is based on initiatives tailored to regional health issues and health promotion initiatives led by the Japan Health Council, and recognizes large enterprises, small and medium-sized enterprises, medical corporations, and other organizations with particularly outstanding health and productivity management practices. Inaugurated in fiscal 2017, the program certifies the top 500 companies applying in the large enterprise category as “White 500” organizations.

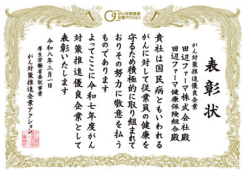
Received the Silver Prize in the PRIDE INDEX for LGBTQ+ Issues

The PRIDE INDEX, established by the work with Pride association, is Japan’s first index that evaluates the initiatives of companies and organizations related to sexual minorities such as LGBTs. The Company received the silver prize in the PRIDE INDEX 2025.

＊ We received the prize as “Mitsubishi Tanabe Pharma Corporation” in November 2025, before changing our company name.

Recognized as a 2025 Cancer Control Promotion Excellent Company

We were selected for six consecutive years under the Action Plan for the Promotion of Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, for recognition and commendation as a 2025 Cancer Control Promotion Excellent Company for our cancer prevention efforts on behalf of employees.


表彰状

Recognized as a Sports Yell Company by the Japan Sports Agency for the Seventh Consecutive Year

The Japan Sports Agency recognizes companies that actively promote sporting activities to improve the health of their employees as a Sports Yell Company. This marks seven consecutive years since fiscal 2020 that we have been so recognized.

Data

Management

Item	Data		
	FY2025	FY2024	FY2023

Respect for Human Rights ›

Basic Stance on Human Rights			
Initiatives to raise human rights awareness			
Number of entries in diversity & human rights slogan contest	431	456	661
Human Rights Awareness Promotion Committee			
└ Number of headquarters committee members	15	12	12
└ By section / region	15	12	15

Compliance ›

＊ From fiscal 2022 to fiscal 2024, results for the Group were compiled and aggregated on group-wide data by the Mitsubishi Chemical Group (MCG Group, the parent company at the time).

Compliance Promotion Structure*			
Number of responsible persons for compliance / persons in charge of compliance	128	—	—

Item	Data		
	FY2025	FY2024	FY2023
Compliance Training*			
List of training sessions			
└ **Compliance seminars**			
└ Times held	1	—	—
└ Number of participants	3,310	—	—
└ **Group-wide sessions**			
└ Times held	1	—	—
└ Number of participants	3,336	—	—
Hotlines*			
Number of hotline consultations			
└ Total	54	—	—

Risk Management ›

* From fiscal 2022 to fiscal 2024, results for the Group were compiled on group-wide basis by the Mitsubishi Chemical Group (MCG Group, the parent company at the time).

Risk Management Associated with Business Activities			
Number of meetings of Risk Management Committee	2	3	3

Environment

Item	Data		
	FY2025	FY2024	FY2023

Environmental Management ›

ISO 14001 Certifications			
Number of bases with ISO 14001 certification			
└ Japan	2	2	2
└ Overseas	2	2	2

Targets & Initiatives ›

Achievement Status of Medium-Term Environmental Action Plan 21–25			
Rate of reduction in amount of greenhouse gas emissions (vs. fiscal 2019, Scope 1 + 2)			
└ Global	68%	36%	35%
Greenhouse gas emissions (Scope 3)	895.0 thousand tons-CO_2eq	754.8 thousand tons-CO_2eq	713.9 thousand tons-CO_2eq
Fluorocarbons			
└ Amount of leakage (Japan)	44 kg	160 kg	43 kg
└ Amount of leakage (Japan)	76 tons-CO_2eq	649 tons-CO_2eq	74 tons-CO_2eq
Rate of reduction in amount of waste generated (vs. fiscal 2019, Japan)	33%	40%	40%
Rate of reduction in amount of final waste disposed (vs. fiscal 2019, Japan)	76%	78%	71%
Waste recycling rate (Japan)	68%	62%	63%
Amount of waste plastics generated (Japan)	200 tons	196 tons	181 tons

Item	Data		
	FY2025	FY2024	FY2023
Rate of reduction in amount of waste plastics generated (vs. previous fiscal year, Japan)	-2%	-8%	-1%
Waste plastic recycling rate (Japan)	18%	30%	35%
Rate of reduction in volume of water usage (vs. fiscal 2019, Japan)	45%	45%	38%
Rate of reduction in COD emissions (vs. fiscal 2019, Japan)	47%	58%	13%
Rate of reduction in chemical substance emissions (air and public waters)			
└ PRTR substances (vs. previous fiscal year, Japan)	-23%	-10%	-48%
└ PRTR substances (vs. fiscal 2019, Japan)	46%	56%	60%
└ VOCs (excluding PRTR substances) (vs. previous fiscal year, Japan)	20%	17%	13%
└ VOCs (excluding PRTR substances) (vs. fiscal 2019, Japan)	36%	34%	21%
Number of bases for which environmental audits were conducted			
└ Japan	5	5	5
└ Overseas	1	2	1
Environment-related accidents/problems, and status of environment-related legal and regulatory compliance			
└ Number of environmental accidents	0	0	0
└ Amount of environmental misconduct fines	0 yen	0 yen	0 yen

Item	Data		
	FY2025	FY2024	FY2023
Achievement Status of Medium-Term Environmental Action Plan 25–30			
Rate of reduction in amount of greenhouse gas emissions (vs. fiscal 2019, Scope 1 + 2)			
└ Global	68%	36%	35%
Greenhouse gas emissions (Scope 3)	895.0 thousand tons-CO_2eq	754.8 thousand tons-CO_2eq	713.9 thousand tons-CO_2eq
Fluorocarbons			
└ Amount of leakage (Japan)	44kg	160kg	43kg
└ Amount of leakage (Japan)	76 tons-CO_2eq	649 tons-CO_2eq	74 tons-CO_2eq
Rate of reduction in amount of final waste disposed (vs. fiscal 2023, Japan)	44%	20%	—
Waste recycling rate (Global)	65%	59%	61%
Waste plastic recycling rate (Japan)	18%	30%	35%
Rate of reduction in volume of water usage (vs. fiscal 2023, Global)	12%	10%	—
COD emissions reduction (vs. fiscal 2023, Global)	5 tons	6 tons	—
Rate of reduction in chemical substance emissions (air and public waters)			
└ PRTR substances (vs. previous fiscal year, Japan)	-23%	-10%	-48%
└ PRTR substances (vs. fiscal 2023, Japan)	-35%	-10%	—
└ VOCs (excluding PRTR substances) (vs. previous fiscal year, Japan)	20%	17%	13%
└ VOCs (excluding PRTR substances) (vs. fiscal 2023, Japan)	20%	17%	—

Item	Data		
	FY2025	FY2024	FY2023
Number of bases for which environmental audits were conducted			
└ Japan	5	5	5
└ Overseas	1	2	1
Environment-related accidents/problems, and status of environment-related legal and regulatory compliance			
└ Number of environmental accidents	0	0	0
└ Amount of environmental misconduct fines	0 yen	0 yen	0 yen

Material Balance

Input

Energy			
Purchased electricity			
└ Japan	62,719 MWh	64,990 MWh	65,406 MWh
└ Overseas	8,783 MWh	8,842 MWh	8,432 MWh
└ Global	71,502 MWh	73,833 MWh	73,838 MWh
Electricity generated in-house using solar power			
└ Japan	0 MWh	0 MWh	0 MWh
└ Overseas	108 MWh	110 MWh	98 MWh
└ Global	108 MWh	110 MWh	98 MWh
Gases			
└ Japan	4,492 thousand m^3	4,575 thousand m^3	4,401 thousand m^3
└ Overseas	163 thousand m^3	154 thousand m^3	153 thousand m^3
└ Global	4,656 thousand m^3	4,729 thousand m^3	4,554 thousand m^3

Item	Data		
	FY2025	FY2024	FY2023
Petroleum			
└ Japan	2,483 kL	3,046 kL	3,211 kL
└ Overseas	45 kL	38 kL	39 kL
└ Global	2,528 kL	3,084 kL	3,249 kL
Thermal equivalent			
└ Japan	839 thousand GJ	882 thousand GJ	952 thousand GJ
└ Overseas	85 thousand GJ	85 thousand GJ	92 thousand GJ
└ Global	924 thousand GJ	967 thousand GJ	1,045 thousand GJ
Water			
Supplied water / Industrial water			
└ Japan	2,702 thousand m^3	2,772 thousand m^3	3,154 thousand m^3
└ Overseas	19 thousand m^3	18 thousand m^3	23 thousand m^3
└ Global	2,722 thousand m^3	2,790 thousand m^3	3,178 thousand m^3
Fresh surface water (rivers, lakes, etc.)			
└ Japan	532 thousand m^3	520 thousand m^3	511 thousand m^3
└ Overseas	0 thousand m^3	0 thousand m^3	0 thousand m^3
└ Global	532 thousand m^3	520 thousand m^3	511 thousand m^3
Groundwater			
└ Japan	0 thousand m^3	0 thousand m^3	0 thousand m^3
└ Overseas	9 thousand m^3	8 thousand m^3	9 thousand m^3
└ Global	9 thousand m^3	8 thousand m^3	9 thousand m^3

Item	Data		
	FY2025	FY2024	FY2023
Chemical Substances			
PRTR substances			
└ Japan	91 tons	79 tons	101 tons
VOCs (excluding PRTR substances)			
└ Japan	943 tons	775 tons	800 tons

Output

Atmospheric Emissions			
Greenhouse gases			
└ Japan	21 thousand tons-CO_2eq	48 thousand tons-CO_2eq	49 thousand tons-CO_2eq
└ Overseas	6 thousand tons-CO_2eq	6 thousand tons-CO_2eq	5 thousand tons-CO_2eq
└ Global	27 thousand tons-CO_2eq	53 thousand tons-CO_2eq	54 thousand tons-CO_2eq
NOx			
└ Japan	4.6 tons	4.4 tons	4.2 tons
└ Overseas	0.2 tons	0.6 tons	0.6 tons
└ Global	4.8 tons	5.0 tons	4.8 tons
SOx			
└ Japan	1.9 tons	1.8 tons	1.7 tons
└ Overseas	0.2 tons	0.2 tons	0.4 tons
└ Global	2.1 tons	2.1 tons	2.2 tons

Item	Data		
	FY2025	FY2024	FY2023
Particulate matter			
└ Japan	0.07 tons	0.08 tons	0.08 tons
└ Overseas	0.04 tons	0.04 tons	0.01 tons
└ Global	0.11 tons	0.13 tons	0.09 tons
PRTR substances			
└ Japan	0.8 tons	0.7 tons	0.6 tons
VOCs (excluding PRTR substances)			
└ Japan	12.1 tons	12.8 tons	14.8 tons
Wastewater			
Wastewater output			
└ Japan	3,161 thousand m^3	3,157 thousand m^3	3,444 thousand m^3
└ Overseas	21 thousand m^3	19 thousand m^3	24 thousand m^3
└ Global	3,182 thousand m^3	3,176 thousand m^3	3,468 thousand m^3
BOD pollution load			
└ Japan	3.4 tons	3.6 tons	5.3 tons
└ Overseas	0.0 tons	0.0 tons	0.1 tons
└ Global	3.5 tons	3.6 tons	5.3 tons
COD pollution load			
└ Japan	7.1 tons	5.7 tons	11.6 tons
└ Overseas	0.0 tons	0.1 tons	0.2 tons
└ Global	7.1 tons	5.8 tons	11.8 tons
Nitrogen			
└ Japan	3.2 tons	2.8 tons	3.3 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	3.2 tons	2.8 tons	3.3 tons

Item	Data		
	FY2025	FY2024	FY2023
Phosphorus			
└ Japan	0.2 tons	0.1 tons	0.2 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.2 tons	0.1 tons	0.2 tons
PRTR substances			
└ Japan	0.0 tons	0.0 tons	0.0 tons
VOCs (excluding PRTR substances)			
└ Japan	13.1 tons	13.5 tons	16.8 tons
Waste			
Amount of waste generated			
└ Japan	1,586 tons	1,432 tons	1,433 tons
└ Overseas	88 tons	88 tons	141 tons
└ Global	1,674 tons	1,520 tons	1,575 tons
Amount of waste recycled			
└ Japan	1,073 tons	892 tons	903 tons
└ Overseas	11 tons	11 tons	59 tons
└ Global	1,084 tons	903 tons	962 tons
Amount of final waste disposed			
└ Japan	10 tons	9 tons	12 tons
└ Overseas	13 tons	13 tons	30 tons
└ Global	23 tons	22 tons	41 tons

Climate Change Initiatives ›

Item	Data		
	FY2025	FY2024	FY2023
Reduction of Greenhouse Gas Emissions			
Scope 1 greenhouse gas emissions			
└ From Japan base petroleum fuel use	6.4 thousand tons-CO_2eq	7.8 thousand tons-CO_2eq	8.1 thousand tons-CO_2eq
└ From Japan base gas fuel use	9.5 thousand tons-CO_2eq	9.4 thousand tons-CO_2eq	9.0 thousand tons-CO_2eq
└ From Japan base leakage of fluorocarbons	0.1 thousand tons-CO_2eq	0.7 thousand tons-CO_2eq	0.1 thousand tons-CO_2eq
└ From overseas base petroleum fuel use	0.1 thousand tons-CO_2eq	0.1 thousand tons-CO_2eq	0.1 thousand tons-CO_2eq
└ From overseas base gas fuel use	0.3 thousand tons-CO_2eq	0.3 thousand tons-CO_2eq	0.3 thousand tons-CO_2eq
└ Total global volume	16.4 thousand tons-CO_2eq	18.2 thousand tons-CO_2eq	17.6 thousand tons-CO_2eq
Rate of reduction in amount of scope 1 greenhouse gas emissions (vs. fiscal 2019)			
└ Global	44%	37%	39%
Scope 2 greenhouse gas emissions			
└ From Japan base purchases of electricity	5.0 thousand tons-CO_2eq	29.8 thousand tons-CO_2eq	31.4 thousand tons-CO_2eq
└ From overseas base purchases of electricity	5.2 thousand tons-CO_2eq	5.1 thousand tons-CO_2eq	4.9 thousand tons-CO_2eq
└ Total global volume	10.2 thousand tons-CO_2eq	34.9 thousand tons-CO_2eq	36.3 thousand tons-CO_2eq
Rate of reduction in amount of scope 2 greenhouse gas emissions (vs. fiscal 2019)			
└ Global	81%	35%	32%

Item	Data		
	FY2025	FY2024	FY2023
Scope 1+2 greenhouse gas emissions			
└ Japan	21.0 thousand tons-CO_2eq	47.6 thousand tons-CO_2eq	48.6 thousand tons-CO_2eq
└ Overseas	5.6 thousand tons-CO_2eq	5.5 thousand tons-CO_2eq	5.4 thousand tons-CO_2eq
└ Global	26.6 thousand tons-CO_2eq	53.1 thousand tons-CO_2eq	53.9 thousand tons-CO_2eq
Rate of reduction in amount of scope 1 + 2 greenhouse gas emissions (vs. fiscal 2019)			
└ Global	68%	36%	35%
Scope 3 greenhouse gas emissions			
└ Category 1 (Purchased goods and services)	853.0 thousand tons-CO_2eq	723.2 thousand tons-CO_2eq	682.2 thousand tons-CO_2eq
└ Category 2 (Capital goods)	27.8 thousand tons-CO_2eq	17.1 thousand tons-CO_2eq	17.1 thousand tons-CO_2eq
└ Category 3 (Fuel and energy related activities not included in Scope 1 or 2)	8.5 thousand tons-CO_2eq	9.0 thousand tons-CO_2eq	9.0 thousand tons-CO_2eq
└ Category 4 (Transport and delivery (upstream))	2.3 thousand tons-CO_2eq	2.3 thousand tons-CO_2eq	2.3 thousand tons-CO_2eq
└ Category 5 (Waste generated in operations)	1.6 thousand tons-CO_2eq	1.3 thousand tons-CO_2eq	1.3 thousand tons-CO_2eq
└ Category 6 (Business travel)	0.6 thousand tons-CO_2eq	0.6 thousand tons-CO_2eq	0.7 thousand tons-CO_2eq
└ Category 7 (Employee commuting)	0.9 thousand tons-CO_2eq	1.1 thousand tons-CO_2eq	1.1 thousand tons-CO_2eq
└ Category 12 (End-of-life treatment of sold products)	0.2 thousand tons-CO_2eq	0.2 thousand tons-CO_2eq	0.2 thousand tons-CO_2eq
└ Total global volume	895.0 thousand tons-CO_2eq	754.8 thousand tons-CO_2eq	713.9 thousand tons-CO_2eq
Scope 1+2+ 3 greenhouse gas emissions			
└ Total global volume	921.6 thousand tons-CO_2eq	807.9 thousand tons-CO_2eq	767.8 thousand tons-CO_2eq

Item	Data		
	FY2025	FY2024	FY2023
Reduction of Energy Consumption			
Energy used (Global)			
└ Petroleum fuel	93 thousand GJ	112 thousand GJ	118 thousand GJ
└ Gas fuel	213 thousand GJ	217 thousand GJ	208 thousand GJ
└ Electricity	618 thousand GJ	638 thousand GJ	718 thousand GJ
└ Total	924 thousand GJ	967 thousand GJ	1,045 thousand GJ
Initiatives to Reduce Emissions of Greenhouse Gas			
Rate of Company-owned vehicles that are hybrid vehicles	87%	82%	70%
Number of Company-owned vehicles (Japan)			
└ CO_2emissions	2,225 tons-CO_2	3,145 tons-CO_2	3,596 tons-CO_2
└ Rate of reduction in CO_2 emissions (vs. fiscal 2019)	47%	24%	14%
Fluorocarbons			
└ Amount of leakage (Japan)	44 kg	160 kg	43 kg
└ Amount of leakage (Japan)	76 tons-CO_2eq	649 tons-CO_2eq	74 tons-CO_2eq

Water Resource Initiatives ›

Effective Use of Water Resources			
Volume of water usage (Global)			
└ Supplied water / Industrial water	2,722 thousand m^3	2,790 thousand m^3	3,178 thousand m^3
└ Fresh surface water (rivers)	532 thousand m^3	520 thousand m^3	511 thousand m^3
└ Groundwater	9 thousand m^3	8 thousand m^3	9 thousand m^3
└ Total	3,263 thousand m^3	3,319 thousand m^3	3,698 thousand m^3
└ Rate of reduction in volume of water usage (vs. fiscal 2023)	12%	10%	—%

Item	Data		
	FY2025	FY2024	FY2023
Volume of wastewater (Global)			
└ Rivers	2,772 thousand m^3	2,805 thousand m^3	3,090 thousand m^3
└ Ocean	347 thousand m^3	312 thousand m^3	317 thousand m^3
└ Sewer system	63 thousand m^3	59 thousand m^3	60 thousand m^3
└ Total	3,182 thousand m^3	3,176 thousand m^3	3,468 thousand m^3

Initiatives to Reduce Waste and Recycle Resources ›

Reduction of Waste and Proper Management			
Amount of waste generated (Global)			
└ Amount of waste generated	1,674 tons	1,520 tons	1,575 tons
Amount of final waste disposed (Global)			
└ Amount of final waste disposal	23.1 tons	32.8 tons	41.2 tons
└ Rate of reduction in amount of final waste disposed (vs. fiscal 2023)	44%	20%	—
└ Rate of reduction in amount of final waste disposed (vs. previous fiscal year)	71%	80%	93%
└ Final waste disposal rate	1.4%	2.2%	2.6%
Amount of waste recycled (Global)			
└ Amount recycled	1,073 tons	892 tons	903 tons
└ Recycling rate	65%	59%	61%
Waste plastic emissions (Japan)			
└ Emissions	200 tons	196 tons	181 tons
└ Rate of reduction in amount of emissions (vs. previous fiscal year)	-2%	-8%	-1%
Amount of waste plastic recycled (Japan)			
└ Amount recycled	36 tons	59 tons	63 tons
└ Recycling rate	18%	30%	35%

Item	Data		
	FY2025	FY2024	FY2023

Initiatives to Prevent Pollution ›

Prevention of Air Pollution			
Emissions of air pollutants (Global)			
└NOx	4.8 tons	5.0 tons	4.8 tons
└SOx	2.1 tons	2.1 tons	2.2 tons
└ Particulate matter	0.1 tons	0.1 tons	0.1 tons
Prevention of Water Pollution			
Environmental impact on public water bodies (Global)			
└BOD	3.5 tons	3.6 tons	5.3 tons
└COD	7.1 tons	5.8 tons	11.8 tons
└ Nitrogen	3.2 tons	2.8 tons	3.3 tons
└ Phosphorus	0.2 tons	0.1 tons	0.2 tons
PRTR Substances and VOCs			
Emission of PRTR substances (Japan)			
└ Amount of PRTR Class I designated chemical substances handled	91 tons	79 tons	101 tons
└ Air emissions of PRTR Class I designated chemical substances	0.9 tons	0.7 tons	0.6 tons
└ Public water emissions of PRTR Class I designated chemical substances	0.0 tons	0.0 tons	0.0 tons
└ Total PRTR emission volume (air and public waters)	0.9 tons	0.7 tons	0.6 tons

Item	Data		
	FY2025	FY2024	FY2023
Emission of VOCs (excluding PRTR substances) (Japan)			
└ Amount of VOCs (Excluding PRTR regulated substances) handled	943 tons	775 tons	800 tons
└ Air emissions of VOCs (Excluding PRTR regulated substances)	12.1 tons	12.8 tons	14.8 tons
└ Public water emissions of VOCs (Excluding PRTR regulated substances)	13.1tons	13.5tons	16.8 tons
└ Total VOC emissions excluding PRTR substances (air and public waters)	25.3 tons	26.3 tons	31.5 tons

Initiatives directed at Yokohama City's global warming countermeasures plan system

Plan (Japanese language only) [382KB]

Implementation status report (Japanese language only) [444KB]

Item	Data		
	FY2025	FY2024	FY2023

Environmental Accounting ›

Environmental Accounting			
Environmental conservation costs			
└ **Invested**			
└ Pollution prevention	192 million yen	23 million yen	397 million yen
└ Global environmental protection	185 million yen	141 million yen	62 million yen
└ Recycling and reuse of resources	0 million yen	27 million yen	7 million yen
└ Upstream and downstream activities	0 million yen	0 million yen	0 million yen
└ Administrative activities	0 million yen	6 million yen	0 million yen
└ Research and development	0 million yen	0 million yen	0 million yen
└ Community activities	0 million yen	0 million yen	0 million yen
└ Environmental damage compensation	0 million yen	0 million yen	0 million yen
└ Total	377 million yen	197 million yen	466 million yen
└ **Expended**			
└ Pollution prevention	316 million yen	236 million yen	307 million yen
└ Global environmental protection	110 million yen	62 million yen	42 million yen
└ Recycling and reuse of resources	95 million yen	105 million yen	101 million yen
└ Upstream and downstream activities	12 million yen	16 million yen	1 million yen
└ Administrative activities	213 million yen	238 million yen	143 million yen
└ Research and development	0 million yen	0 million yen	0 million yen
└ Community activities	3 million yen	3 million yen	0 million yen
└ Environmental damage compensation	6 million yen	6 million yen	1 million yen
└ Total	755 million yen	666 million yen	595 million yen

Item	Data		
	FY2025	FY2024	FY2023
Environmental conservation effects			
└ Environmental performance indicators in Japan			
└ Energy used	839 thousand GJ	882 thousand GJ	952 thousand GJ
└ Volume of water usage	3,234 thousand m^3	3,293 thousand m^3	3,665 thousand m^3
└ Scope 1 + 2 greenhouse gas emissions	21 thousand tons-CO_2eq	48 thousand tons-CO_2eq	49 thousand tons-CO_2eq
└ SOx emissions	1.9 tons	1.8 tons	1.7 tons
└ NOx emissions	4.6 tons	4.4 tons	4.2 tons
└ Amount of waste generated	1,586 tons	1,431 tons	1,433 tons
└ Amount of waste recycled	1,073 tons	892 tons	903 tons
└ Amount of final waste disposed	10 tons	9 tons	12 tons
└ Volume of wastewater	3,161 thousand m^3	3,157 thousand m^3	3,444 thousand m^3
└ Emission of PRTR substances (air and public waters)	0.9 tons	0.7 tons	0.6 tons
└ BOD pollution load	3.4 tons	3.6 tons	5.3 tons
└ COD pollution load	7.1 tons	5.7 tons	11.6 tons
Economic benefits related to environmental protection			
└ Environmental protection initiatives			
└ Cost reductions through energy conservation and updating to high-efficiency equipment	33,962 thousand yen	68,148 thousand yen	25,144 thousand yen
└ Income from recycling	45,754 thousand yen	4,929 thousand yen	5,289 thousand yen
└ Cost reductions through recycling and conservation of resources	7,256 thousand yen	8,441 thousand yen	4,280 thousand yen

Society

Together with Patients and Healthcare Professionals

Item	Data		
	FY2025	FY2024	FY2023

Stable Supply ›

Stable Supply of Pharmaceuticals			
Tanabe Pharma Group's manufacturing plants			
└ Japan	2	2	2
└ Overseas	3	3	3

Information Provision ›

MR's Responsibility: Collecting Data and Providing Information to Medical Institutions			
Number of general and specialized medical representatives (MRs) (Japan Group)	—	—	—
Number of general and specialized medical representatives (MRs) (Overseas Group)	300	280	430
Providing Information Through Websites			
Number of health support site visitors	—	21.95 million	20.46 million
Providing Comprehensive Information Through the Medical Information Center			
Number of inquiries to the Medical Information Center*	40,662	41,808	38,831

* The number of inquiries decreased since the sales of some products were relegated to other companies in fiscal 2018. The Company Q&A website is receiving an increasing number of hits.

Item	Data		
	FY2025	FY2024	FY2023

Drug Safety / Quality Assurance ›

Pharmaceutical Safety Training			
Pharmaceutical safety training (All employees, including executive officers)	Once a year	Once a year	Once a year

Solving Issues Related to Improving Access to Healthcare ›

Promotion of R&D >			
Participation in the Global Health Innovative Technology Fund	✓	✓	✓

Together with Employees

Human Resources Development ›

Item	Data		
	FY2025	FY2024	FY2023
Basic Human Resources Policy			
Number of employees (as of March 31)			
└ Consolidated	4,340	4,492	5,577
└ Non-consolidated	2,384	2,467	3,044
└ Men	1,719	1,789	2,290
└ Women	665	678	754
Number of new graduates hired *Joining the Company on April 1 of following year	39	29	33
└ Men	19	12	18
└ Women	20	17	15
Number of mid-career employees hired	29	16	18
└ Men	20	14	10
└ Women	9	2	8
Number of temporary employees *Group (Japan)	151	154	192
Average age of employees	47.1	46.6	47.4
Average years of continuous service for employees	22.0	21.9	22.8
Employee turnover rate (voluntary turnover only) *Group (Japan)	4.01%	3.18%	4.10%

Item	Data		
	FY2025	FY2024	FY2023
Enhancing Personnel Training			
In-house group training average time per year (Japan)	3.1 hours	4.3 hours	3.6 hours

Promoting Diversity & Inclusion ›

Actively Utilizing Diverse Human Resources			
Number of employees by region			
└Japan	3,219	3,312	4,043
└North America	270	305	282
└ EMEA (Europe, Middle East, Africa)	133	182	193
└ Asia / Oceania	718	693	1,059
Percentage of female employees with subsection managers or higher or in management positions *As of April 1			
└Subsection managers or higher	22.5%	21.6%	18.1%
└Management positions	18.8%	17.7%	13.9%
Percentage of female employees	28.6%	27.9%	24.9%
Supporting Active Careers for People with Disabilities			
Employment rate of people with disabilities *Group (Japan)	3.41%	3.37%	3.09%
Supporting Diverse Working Styles			
Utilization of leave and shorter workdays for childcare *Group (Japan)			
└Childcare leave	141	174	193
└ Men	51	83	87
└ Women	90	91	106
└ Shorter workdays for childcare	74	77	100

Item	Data		
	FY2025	FY2024	FY2023
Utilization of leave and shorter workdays for nursing care *Group (Japan)			
└Nursing-care leave	0	0	1
└Shorter workdays for nursing care	1	1	3
Building Sound Labor-Management Relations			
Percentage of employees with right to collective bargaining (as of March 31) *Group (Japan)	76.3%	75.8%	76.3%

Occupational Health and Safety ›

Occupational Health and Safety Initiatives			
Lost time injury frequency rate (LTIFR) (Japan)			
└Tanabe Pharma Group	0.32	0.00	0.00
└(Reference) Pharmaceutical industry average	1.11	1.41	1.01
└(Reference) Manufacturing industry average	1.33	1.30	1.29
Industrial accident severity rate*	0.000431	0.000000	0.000000
Number of deaths due to industrial accidents	0	0	0
Employee Survey			
Frequency of conducting survey	Once a year	Once a year	Once a year
└ Number of responses	3,952	3,994	5,220
└ Response rate	92%	84%	89.68%

＊ Industrial accident severity rate: Indicator that shows the degree of seriousness of industrial accidents by using the number of working days lost due to industrial accidents per 1,000 hours worked (higher numbers indicate more severe accidents)

Item	Data		
	FY2025	FY2024	FY2023

Health and Productivity Management ›

Employee Health Management			
Overtime work（number of people with over 360 hours overtime a year）　*Group (Japan)	194	123	99
Paid leave utilization rate *Group (Japan)			
└Average number of days used	15.8	16.4	16.8
└Average rate of use	73.3%	74.5%	77.9%
Total annual hours worked	1,881 hours	1,847 hours	1,855 hours
Percentage receiving health examinations	100.0%	100.0%	100.0%
Percentage receiving stress checks	97.6%	98.8%	99.0%

Together with Local Communities and Society

Contributions to Medical Care and Welfare ›

Item	Data		
	FY2025	FY2024	FY2023
Support for Patients with Intractable Diseases and their Families			
Support for intractable disease patient organizations: The Tanabe Pharma Tenohira Partner Program	13 organizations	14 organizations	17 organizations
Amount of monetary support	9.09 million yen	9.87 million yen	9.75 million yen
Contributing to Developing Countries			
TABLE FOR TWO（TFT）			
└ Number of meals contributed from the TFT menu	1,751 meals	1,898 meals	2,609 meals
└ Number of meals contributed from TFT vending machines	1,828 meals	2,422 meals	2,658 meals
Supporting vaccination through recycling			
└ Polio vaccine estimate (used books, DVDs, and games)	7,202 doses	11,729 doses	11,225 doses
└ Polio vaccine estimate (PET bottle caps)	66 doses	152 doses	110 doses

Item	Data		
	FY2025	FY2024	FY2023

Development of Science and Technology ›

Support for Research Foundations			
Grants of the SENSHIN Medical Research Foundation			
Number of research grants	100	102	105
Amount of monetary support	133.0 million yen	135.0 million yen	134.0 million yen
Grants of the Japan Foundation for Applied Enzymology			
Number of research grants	156	155	165
Amount of monetary support	78.8 million yen	74.1 million yen	82.3 million yen

Promotion of Local Communities ›

Number of visitors to the historical museum	6,388	4,747	5,113
Number of visitors to the Yoshitomi Summer Festival	2,300	2,000	2,200

Others

Amount of donations related to social contribution	429 million yen	504 million yen	490 million yen
Number of people taking days off for volunteer activities	19	9	9

GRI Standard Comparative Table

Statement of use	Tanabe Pharma Corporation has reported the information cited in this GRI Standard Comparative Table for the period from April 1, 2025, to March 31, 2026, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

General Disclosures

1. The organization and its reporting practices

	Disclosure		Page
General Disclosures 2021	2-1	Organizational details	Corporate Profile
			Network
			Group Companies
	2-2	Entities included in the organization's sustainability reporting	Network
			Group Companies
	2-3	Reporting period, frequency and contact point	Editorial Policies

2. Activities and workers

General Disclosures 2021	2-6	Activities, value chain and other business relationships	Corporate Profile
	2-7	Employees	Corporate Profile
			Data (Together with Employees)
	2-8	Workers who are not employees	Data (Together with Employees)

3. Governance

General Disclosures 2021	2-9	Governance structure and composition	About Us
	2-12	Role of the highest governance body in overseeing the management of impacts	Environmental Management
	2-13	Delegation of responsibility for managing impacts	Environmental Management (EnvironmentalManagement Promotion System)
	2-16	Communication of critical concerns	Risk Management
			Environmental Management

4. Strategy, policies and practices

General Disclosures 2021	2-22	Statement on sustainable development strategy	About Us
	2-23	Policy commitments	Policies
			Respect for Human Rights
	2-24	Embedding policy commitments	Compliance
			Respect for Human Rights
	2-25	Processes to remediate negative impacts	Compliance
			Respect for Human Rights
	2-26	Mechanisms for seeking advice and raising concerns	Compliance
			Respect for Human Rights
	2-27	Compliance with laws and regulations	Compliance
			Environmental Management (Status of Environmental Accidents/Violations of Environmental Laws and Regulations)
	2-28	Membership associations	KEIDANREN (Japan Business Federation),Federation of Pharmaceutical Manufacturers'Associations of Japan, Japan PharmaceuticalManufacturers Association, etc.

5. Stakeholder engagement

General Disclosures 2021	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	Promoting Diversity & Inclusion (BuildingSound Labor-Management Relations)

Economic

Indirect Economic Impacts

	Disclosure		Page
GRI 203 : Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Solving Issues Related to Improving Access to Healthcare

Anti-corruption

GRI 205 : Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Promotion of Fair Operating Practices (Initiatives to Prevent Bribery andCorruption)
	205-2	Communication and training about anti-corruption policies and procedures	Promotion of Fair Operating Practices (Initiatives to Prevent Bribery andCorruption)
			Compliance

GRI 207: Tax 2019	207-1	Approach to tax	Global Tax Policy
	207-2	Tax governance, control, and risk management	Global Tax Policy
	207-3	Stakeholder engagement and management of concerns related to tax	Global Tax Policy

Environmental

Energy

	Disclosure		Page
GRI 302 : Energy 2016	302-1	Energy consumption within the organization	Targets & Initiatives (Material balance)
			Climate Change Initiatives
	302-2	Energy consumption outside of the organization	Climate Change Initiatives (Supply ChainGreenhouse Gas Emissions ReductionOverview)
	302-3	Energy intensity	Climate Change Initiatives (Reduction ofGreenhouse Gas (GHG) Emissions)
	302-4	Reduction of energy consumption	Climate Change Initiatives

Water

GRI 303 : Water and Effluents 2018	303-1	Interactions with water as a shared resource	Targets & Initiatives (Material balance)
			Water Resource Initiatives
	303-2	Management of water discharge-related impacts	Initiatives to Prevent Pollution (WaterPollution, Prevention of Soil andGroundwater)
	303-3	Water withdrawal	Targets & Initiatives (Material balance)
			Water Resource Initiatives
	303-5	Water consumption	Water Resource Initiatives

Biodiversity

GRI 304 : Biodiversity 2016	304-3	Habitats protected or restored	Biodiversity Initiatives

Emissions

GRI 305 : Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Targets & Initiatives (Material balance)
			Climate Change Initiatives (Supply ChainGreenhouse Gas Emissions ReductionOverview)
	305-2	Energy indirect (Scope 2) GHG emissions	Targets & Initiatives (Material balance)
			Climate Change Initiatives (Supply ChainGreenhouse Gas Emissions ReductionOverview)
	305-3	Other indirect (Scope 3) GHG emissions	Climate Change Initiatives (Supply ChainGreenhouse Gas Emissions ReductionOverview)
	305-5	Reduction of GHG emissions	Climate Change Initiatives (Supply ChainGreenhouse Gas Emissions ReductionOverview)
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Targets & Initiatives (Material balance)
			Initiatives to Prevent Pollution (Air PollutantEmissions)

Waste

GRI 306 : Waste 2020	306-1	Waste generation and significant waste-related impacts	Targets & Initiatives(Material balance)
			Initiatives to Reduce Waste and RecycleResources
	306-2	Management of significant waste-related impacts	Targets & Initiatives(Material balance)
			Initiatives to Reduce Waste and RecycleResources
	306-3	Waste generated	Targets & Initiatives(Material balance)
			Initiatives to Reduce Waste and RecycleResources
	306-5	Waste directed to disposal	Targets & Initiatives(Material balance)
			Initiatives to Reduce Waste and RecycleResources

Social

Employment

	Disclosure		Page
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	Data (Together with Employees)
	401-3	Parental leave	Promoting Diversity & Inclusion (Support forDiverse Working Styles)
			Data (Together with Employees)

Occupational Health and Safety

GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3	Occupational health services	Occupational Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5	Worker training on occupational health and safety	Occupational Health and Safety
	403-6	Promotion of worker health	Occupational Health and Safety
			Health and Productivity Management
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Data (Occupational Health and Safety)
	403-9	Work-related injuries	Occupational Health and Safety
	403-10	Work-related ill health	Occupational Health and Safety
			Health and Productivity Management
			Data (Occupational Health and Safety,Health and Productivity Management)

Training and Education

GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee	Human Resources Development
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources Development

Diversity and Equal Opportunity

GRI 405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Data (Together with Employees)

Human Rights Assessment

GRI 412 : Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	Respect for Human Rights

Local Communities

GRI 413 : Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Promotion of Local Communities (Historical Museum, Doshomachi Museum Street, The Doshomachi Club, etc.)

Customer Health and Safety

GRI 416 : Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Stable Supply
			Drug Safety / Quality Assurance

Marketing and Labeling

GRI 417 : Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Information Provision
			Stable Supply
			Promotion of Fair Operating Practices

Explanation of Terms

- **Appropriate use of pharmaceuticals**
  Prescribing and preparing pharmaceuticals in their optimum form with regards to ingredient selection, formulation, and appropriate administration and dosage, based on a precise diagnosis. Also, encouraging patients to understand the prescribed drug, evaluating the efficacy and negative side effects, and reflecting the results in subsequent prescriptions. Appropriate use refers to this entire cycle.

- **Clinical trials**
  Tests in which pharmaceuticals believed to have medical value are administered to patients as well as healthy subjects in order to determine their efficacy and side effects.

- **Pharmaceuticals and Medical Devices Law**
  This is an abbreviated name for the Law on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices. On November 25, 2014, the name was changed from the Pharmaceutical Affairs Law to the current name.

- **E-learning**
  A learning system conducted by means of electronic media including the PC and Internet.

- **Good Clinical Practice (GCP)**
  Standards for conducting clinical trials of pharmaceuticals.

- **Good Distribution Practice (GDP)**
  Standards for proper distribution of pharmaceuticals.

- **General Data Protection Regulation (GDPR)**
  A new personal information protection framework instituted by the European Parliament, European Council and European Commission.

- **Good Laboratory Practice (GLP)**
  Standards for conducting preclinical trials on pharmaceutical safety.

- **Good Manufacturing Practice (GMP)**
  Standards for manufacturing and quality control of pharmaceuticals and quasi-pharmaceuticals.

- **Good Post-marketing Study Practice (GPSP)**
  Standards for conducting post-marketing surveillance and studies of pharmaceuticals.

- **Good Quality Practice (GQP)**
  Standards for quality control of pharmaceuticals, quasi-pharmaceuticals, cosmetics, and medical devices.

- **Good Vigilance Practice (GVP)**
  Standards for post-manufacturing and marketing safety management of pharmaceuticals, quasi-pharmaceuticals, cosmetics, medical devices, and regenerative medical products.

- **Good X Practice (GXP)**
  A generic term meaning various good practice standards, where “X” is a variable and could be replaced by C for GCP (good clinical practice), L for GLP (good laboratory practice), M for GMP (good manufacturing practice), etc. These standards are set by the government or other public agencies to guarantee product safety and reliability during manufacturing, maintenance, storage, and distribution of any product, but are most often used for products in the pharmaceutical industry.

- **ICH-GCP**
  International good clinical practice (GCP) guidelines for pharmaceuticals related to tests and clinical trials, agreed to at the International Conference on Harmonization of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH).

- **Informed consent**
  A process in which the doctor provides the patient with adequate information on medical care and obtains agreement from said patient.

- **Medical representative (MR)**
  A pharmaceutical company’s employee in charge of sales and providing medical information. An MR visits medical institutions, sells pharmaceuticals, and exchanges information regarding the quality, efficacy, safety, etc., of pharmaceuticals so as to ensure their proper use.

- **Modality**
  Treatment methods, such as small molecule compounds, protein drugs, including peptide drugs and therapeutic antibodies, and nucleic acid drugs.

- **Proof of concept (POC)**
  Confirmation of efficacy and safety of a candidate substance for a new drug based on trials made on humans during the research stage.

- **Quality of life (QOL)**
  Criteria used to evaluate medical treatment to consider, in addition to simply judging the cure of a disease, whether a person is living his or her daily life with a sense of fulfillment and contentment, without a decline in either following the patient’s treatment.

- **Self-medication**
  Medicating oneself without the supervision of trained health professionals in order to mitigate health problems. This is done at one’s own risk using products, information, and knowledge related to health and medical care available in one’s own surroundings. This includes the use of over-the-counter (OTC) drugs to prevent or alleviate mild symptoms.

- **Unmet medical needs**
  Medical needs that are not addressed adequately by existing therapies. The lack of effective therapies for these needs urgently requires the development of pharmaceuticals since little or no progress is being made.