

Sustainability Fundamental Policy

Kobayashi Pharmaceutical Group believes that the practice of its management principles, which is to provide a wonderful ‘comfort’ to people and society,” leads to harmony among people, society, and the environment, and contributes to a sustainable society and the sustainable growth of the company.

This is exactly what synchronizing “society’s sustainability” and “Kobayashi Pharmaceutical Group’s sustainability” entails, bringing new growth potential to the Kobayashi Pharmaceutical Group, which has created new lifestyles and new markets by creating products that have never existed before. The company aims to contribute to the realization of a “society where no one is left behind” by broadening its perspective to various social issues, discovering “concerns” that are often overlooked in each person’s life, and providing products and services.

“People,” “Society,” “Environment,” and Us

- **People**

We value a corporate culture that is free and open-minded to generate diverse ideas so that each and every employee can bring out their own personality and turn “you make a wish and we make it happen” into a reality. We invest in initiatives to maximize the value generated by each and every employee, including systems and mechanisms to foster this corporate culture, career development support, personnel systems based on the theme of growth, and the improvement of the working environment to promote diversity in work styles, with the aim of creating corporate value. In addition, in accordance with the Kobayashi Pharmaceutical Group Human Rights Policy, we are committed to respecting human rights of our whole supply chain through dialogue.

- **Society**

We will contribute to the improvement of health and welfare by approaching social issues beyond “you make a wish and we make it happen” to solve the problems of each individual and turning ideas into reality.

We aim to coexist and develop with local communities by promoting social contribution activities that enable people to experience the “comfort” of living, collaborating with various stakeholders to leverage the mutual strengths, and utilizing the specialized skills and knowledge of our employees.

- **Environment**

We will strive to make effective use of resources, without forgetting that our business is supported by the abundance of nature and the global environment. We are also committed to addressing environmental challenges common to the world, such as transition to carbon-neutral and recycling-oriented society and preservation of biodiversity, by working together with our stakeholders and turning our ideas for solutions in the form of products and services.