

Kobayashi Pharmaceutical Group Code of Ethics

We, Kobayashi Pharmaceutical Group, will fulfill our social responsibilities based on the following policies in order to accomplish a sustainable society under fair and free competition.

(Compliance with Laws and Regulations, and Integrity)

1. To “Delight People and Society through Creativity and Innovation,” we will comply with domestic and international laws and rules, the company’s articles of incorporation, internal regulations, and their spirit, while emphasizing integrity in all our corporate activities.

(Sustainable Economic Growth and Resolving Social Issues)

2. We will develop and provide valuable, safe, and high-quality products and services for people and society, aiming for sustainable economic growth while resolving various social issues.

(Fair Business Practices)

3. We will engage in fair and free competition, as well as proper transactions and responsible procurement. We will also maintain sound relationships with the government, administrative bodies and business partners, while working on the prevention of all forms of corruption, including extortion and bribery.

(Fair Information Disclosure, Constructive Stakeholder Dialogue)

4. We will disclose corporate information in a timely, appropriate, and fair manner, engage in constructive dialogue with a wide range of stakeholders, and pursue long-term, sustained increases in corporate value.

(Respect for Human Rights)

5. We will conduct management that respects diverse values and the human rights of all people, and will not be complicit in any human rights violations.

(Trust Relationship with Consumers and Customers)

6. We will provide appropriate product and service information and sincere communication to customers and business partners in order to gain trust and increase satisfaction.

(Work Style Reforms, Enrichment of Workplace Environment)

7. (1) We will respect the diversity, personality, and character of each employee, and support their personal growth and career development.

(2) We will provide fair treatment with high transparency based on abilities and performance.

(3) We will create an open corporate culture where employees can take the initiative and demonstrate their character.

(4) We will strive to create a comfortable and conducive workplace environment that considers mental and physical health and safety.

(Addressing Environmental Issues)

8. We will seriously address global environmental issues, generate ideas for solutions, and continue to implement them.

(Social Participation and Contribution to Development)

9. We will promote social contribution activities and contribute to providing “Delight” to society as a whole.

(Thorough Crisis Management)

10. We will thoroughly implement organizational crisis management to prepare for various risks, such as anti-social forces, terrorism, cyber-attacks, and natural disasters.

(Role of Top Management and Thorough Implementation of this Code of Ethics)

11. Top management will recognize that their role is to practice this Code of Ethics, build an effective governance and compliance system, and ensure thorough dissemination of this Code of Ethics. If an incident occurs that violates the spirit of this Code of Ethics and loses society’s trust, top management will take the lead in resolving the issue, investigating the causes, preventing recurrence, and fulfilling their responsibility.

(Established October 4, 2023)