

For the betterment of healthcare and fuller lives of people worldwide

Sumitomo Pharma Group is a member of the Sumitomo Group, which has a history of about 400 years. We strive to enhance corporate value and contribute to solving social issues under the Sumitomo's Business Philosophy.

For more details about Sumitomo's history and Sumitomo's Business Philosophy, please see the link below: website of the Sumitomo Group Public Affairs Committee

Our Mission



The Corporate Mission defines our commitment to society, while the Management Mission states the goals of management, considering relationships with our stakeholders.

The Corporate Mission encapsulates the CSR (corporate social responsibility) that the Company needs to fulfill; we define the practice of the Corporate Mission as "CSR-Based Management" and make it our utmost priority.

Corporate Mission

To broadly contribute to society through value creation based on innovative research and development activities for the betterment of healthcare and fuller lives of people worldwide

Management Mission

- To contribute to healthcare and people's well-being based upon the principles of patient-oriented management and innovative research
- To continuously strive to maximize corporate value through constant business development and to fulfill shareholder expectations
- To create an environment in which employees can fulfill their potential and increase their creativity
- To maintain the trust of society and to contribute to the realization of a better global environment

Declaration of Conduct

The Declaration of Conduct is a set of concrete guidelines for implementation of our missions.

All executives and employees not only comply with all laws and regulations, but also follow this Declaration of Conduct in carrying out corporate activities with a commitment to becoming a company with a strong presence that is trusted by society.

1. Follow through the global slogan "Innovation today, healthier tomorrows."
2. Pursue trustworthy corporate activities.
3. Positively disclose information and properly manage information.
4. Improve individual capabilities and collaborate with peers.
5. Respect human rights.
6. Positively address global environmental issues.
7. Build harmonious relationships with society.

→ Please see the website for more details philosophy
Philosophy

Fostering an organizational culture characterized by unrelenting efforts and not being satisfied with the status-quo, and this is based on a corporate culture of diligence and integrity

Our perception of corporate culture

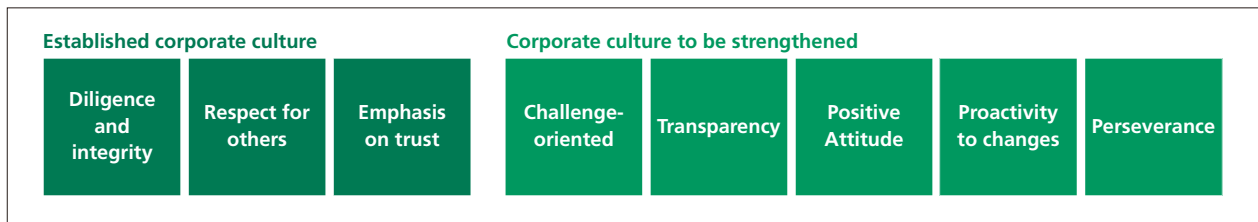
Sumitomo Dainippon Pharma (currently, Sumitomo Pharma), which was created through the merger of Dainippon Pharmaceutical Co., Ltd. and Sumitomo Pharmaceuticals Co., Ltd. in October 2005, started its journey with a commitment to providing innovative and valuable pharmaceuticals for people not only in Japan, but also worldwide.

The merger was a major decision to ensure our ability to continue thriving in the pharmaceutical industry, and we focused on a fusion and harmony of minds to point the employees of both companies in the same direction and achieve synergies as quickly as possible. The management team and employees of the time worked together to promote business as the new Sumitomo Dainippon Pharma rather than as the former Dainippon Pharmaceutical and the former Sumitomo Pharmaceuticals. As a result, we have recognized we were able to unite as a new company quickly and nurture

a corporate culture in which the positive elements that both companies possessed before the merger are even more pronounced, namely, diligence, integrity, respect for others, and trust.

Our basic strategy at the time of the merger was “nurturing a corporate culture imbued with an enterprising spirit” in which we identify changes in the environment rapidly and proactively try new things. The many challenges we have tackled since the merger have created the Sumitomo Pharma Group of today, which has transformed itself into a global company. On April 1, 2022, the Company changed its name from Sumitomo Dainippon Pharma to Sumitomo Pharma. With difficult changes likely coming to our business environment, we will make further efforts to foster a corporate culture that is never satisfied with status quo and is always challenging itself.

Keywords that symbolize our corporate culture



Instilling CHANTO: delivery of the highest performance

Sumitomo Pharma is building a flexible and efficient organizational foundation instilled with “CHANTO”: capability to deliver the highest performance to achieve continuously fostering and delivering innovation to patients and other customers while transforming our organization in flexible ways to adapt to changes in the world.

We have been promoting the “Project CHANTO.” Under this initiative, executives have set Conduct Guidelines (=CHANTO) for all employees to challenge themselves to realize the Company’s vision and constantly evolve, and we will continue to instill company-wide awareness of “CHANTO.” Through the initiative, we aim to tie together the behavior modifications of each and every employee and the generation of individual and organizational results. In fiscal 2020, the Executive Officers defined and articulated “CHANTO” and implemented initiatives to help every employee better understand it. In fiscal 2021, we moved from

understanding “CHANTO” to putting it into practice. As we did in fiscal 2020, we worked to instill “CHANTO” in workplaces through primarily navigators* selected from each workplace. The navigators helped workplace employees target one or two issues to be addressed from the five Conduct Guidelines of “CHANTO,” and then action plans to address those issues were created and executed. We also conducted surveys to gauge how our employees’ perception of “CHANTO” changed by executing their action plans. As a result of comparing surveys at the start of the action plan and six months later, some positive signs were observed. Employees indicated a strong desire to “continually change,” and we evaluate that these activities have led to employees feeling more strongly that they themselves need to change.

*Employees selected with the criteria that they are non-managerial staff, exhibit leadership, and seem able to draw in their colleagues in a fun way.

➔ Please see page 29 for details about “Project CHANTO.”