

March 16, 2022

Sumitomo Dainippon Pharma Co., Ltd.

**Sumitomo Dainippon Pharma Enacts Basic Policy
for Respecting Human Rights**

Sumitomo Dainippon Pharma Co., Ltd. (Head Office: Osaka, Japan; Representative Director, President and CEO: Hiroshi Nomura) announced today that it has enacted DSP Group Human Rights Policy (hereafter, “the Policy”) based on United Nations Guiding Principles on Business and Human Rights.

Up till now, Sumitomo Dainippon Pharma Group has promoted and implemented initiatives of respect for human rights. Amid growing concern about human rights globally and corporate social responsibility for respecting human rights, we decided to enact the Policy in order to identify, prevent and mitigate human rights risks related to the Group companies’ business activities.

Based on the Policy, the Group will not only respect international standards and norms, but also commit to respecting human rights across the Group companies’ value chain, and will continue conducting corporate activities that contribute to the realization of a sustainable society.

DSP Group Human Rights Policy

This Policy applies to Sumitomo Dainippon Pharma Co., Ltd. (“DSP”) and all of DSP’s affiliates and subsidiaries worldwide with signatures below (collectively, the “DSP Group Companies”).

1. DSP Group Companies’ Position on Human Rights

(1) Compliance with Standards, Laws and Regulations

DSP Group Companies support and respect international standards on human rights, such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, and promote DSP Group Companies’ efforts to respect human rights in line with the Guiding Principles on Business and Human Rights: Implementing the United Nations ‘Protect, Respect and Remedy’ Framework.

DSP Group Companies comply with applicable laws and regulations in countries and regions where DSP Group Companies operate, and where local laws and regulations conflict with international standards, DSP Group Companies will seek ways to honor the principles of internationally recognized human rights.

(2) Respect for Human Rights in our Business Activities

DSP Group Companies are committed to respecting human rights across DSP Group

Companies' value chain and also strive to avoid contributing to infringement of human rights. DSP Group Companies do not discriminate or engage in harassment to anyone based on race, nationality, ethnic or social origin, ancestry, ethnicity, age, religion, faith or belief, sex and gender, sexual orientation, gender identity, marital status, academic background, disability, disease, employment status, or any other status. DSP Group Companies do not tolerate any form of harassment, including sexual harassment or workplace bullying. DSP Group Companies also respect fundamental labor rights including freedom of association and the right to collective bargaining, and prohibit forced labor and child labor.

In order to prevent and mitigate human rights risks related to DSP Group Companies' business activities, DSP Group Companies take necessary measures, including ensuring compliance with other relevant policies and DSP Group Companies' group policies. DSP Group Companies are also committed to understanding our impact on local communities and aim for harmonious coexistence with these communities. In pharmaceutical R & D activities, DSP Group Companies respect the human rights of patients and participants in clinical trials in accordance with the Ethical Principles for Medical Research Involving Human Subjects (the Declaration of Helsinki). DSP Group Companies are also committed to addressing global health issues, including through improving access to medicines, such as by contributing to the health of patients in developing and emerging countries.

DSP Group Companies expect DSP Group Companies' business partners, including DSP Group Companies' suppliers, and other relevant stakeholders to act in line with the principles in this Policy, and DSP Group Companies will seek ways to work with them to promote respect for human rights.

2. DSP Group Companies' Approach to Human Rights Issues

(1) Providing Education and Raising Awareness

DSP Group Companies will provide appropriate education and training to DSP Group Companies' directors, executive officers, and employees so that this Policy is understood and effectively implemented.

(2) Human Rights Due Diligence

DSP Group Companies will establish our human rights due diligence framework and identify adverse human rights impacts, and seek to prevent or mitigate such impacts.

(3) Responding to Identified Human Rights Impacts

DSP Group Companies will engage with relevant stakeholders in order to address actual or potential adverse human rights impacts.

(4) Remedy

Where DSP Group Companies identify that DSP Group Companies have caused or contributed to adverse human rights impacts, DSP Group Companies will endeavor to remediate such impacts through appropriate processes.

(5) Grievance Mechanisms

DSP Group Companies have grievance mechanisms in place in the form of whistle-blowing

channels in order to address issues or concerns that may adversely impact human rights. These channels are available for anyone involved in DSP Group Companies' business activities, including DSP Group Companies' business partners as well as DSP Group Companies' directors, executive officers, employees and their families.

(6) Disclosure

DSP Group Companies will report on DSP Group Companies' efforts to respect human rights through the DSP website and other relevant channels.

Enacted and enforced on March 1, 2022

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