

DEFINITION OF KEY ISSUES

Key issue	Definition
Patient centricity	Improving patient outcomes by consistently integrating diverse patient insights into new medicine development and patient solutions and encouraging a culture that promotes a conscious awareness of the patient in all corporate activities.
Transformative treatment through innovative therapeutic methods	Bringing new value to patients and their families suffering from diseases with no or limited treatment options that cannot provide satisfactory outcome, as well as to society as a whole, through innovative therapeutic methods such as cell and gene therapies that could significantly improve symptoms or potentially cure diseases with a single or a few administrations by addressing the underlying causes of diseases.
Fulfilling unmet medical needs by creating novel healthcare solutions	Addressing advanced and hard-to-treat diseases and conditions with a high level of unmet medical need through novel therapeutic molecules and delivery methods, as well as new technologies for disease management – such as prevention, diagnosis, treatment and post-treatment care and management – to enable patients to improve their quality of life.
Access to Health	Delivering medicines and medical services to those who need them through diverse approaches, including creating innovation and patient support programs for patients who cannot access necessary healthcare due to various circumstances such as geographical and socioeconomic factors. In addition, ensuring a stable and resilient supply of products to patients by appropriately controlling the supply of raw materials, manufacturing, and distribution. This includes measures against counterfeit medicines.
Digital transformation	Finding new ways to create value and drive greater efficiencies in delivering value by actively and effectively leveraging combinations of digital technologies, data and analytics.

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Advocacy	Advocating and promoting social transformation toward the dissemination of access to health in disease areas with high unmet medical needs. This Includes disease awareness, advocacy and representation of patients' rights, provision of appropriate healthcare information to patients (e.g., support for patient groups, and the sharing of knowledge and information between patients), and activities for raising policy and social awareness regarding the social value of corporate activities such as creating life science innovation.
DE&I (Diversity, Equity and inclusion)	Achieving equal and fair employment opportunities regardless of race, nationality, gender, sexual orientation, age, or disability by welcoming a diverse range of talent and removing barriers by considering individual differences and aspiring to create an environment in which everyone can play an active role.
Talent and organizational culture for realizing innovation	Ensuring talent and an organizational culture that contribute to generating innovation through attraction, retention and organizational/talent development, with paying attention to employee well-being and new way of working. This includes not only the areas directly involved in cutting-edge scientific research and digital technology, but also initiatives targeting all functions and talent within the company.
Product quality assurance and product safety	Ensuring our products are manufactured with appropriate quality assurance standards.
Value-based pricing	Ensuring that the price of products in the healthcare industry are set in a manner that fairly reflects the value they bring to patients, their families, healthcare systems, and society.

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Responsible supply chain management	Selecting suppliers in compliance with selection criteria, including sustainability perspectives, such as compliance with laws, respecting human rights as well as diversity. Coaching suppliers that need improvements and supporting their capacity building. Respecting the human rights of employees and business partners, including the elimination of discrimination, the freedom of association and the protection of the rights to organize, and the exclusion of child labor and forced labor.
Data governance	Appropriately storing and managing documents and records related to research, development, manufacturing, commercial and other business operations. Suitably handling confidential information and our stakeholders' personal information by appropriately storing and limiting access while complying with applicable laws, regulations, and company policies and procedures. Giving consideration also to the prevention of unintentional human rights violations in the collection and use of sensitive data, which is increasingly collected and handled in the context of patient centricity and digital transformation.
Responsible R&D	Ensuring ethical considerations throughout the entire R&D process and conducting R&D in compliance with global and/or local guidelines.
Animal welfare	Complying with applicable local laws and regulations on animal care and use and with globally recognized guides and standards. Endeavoring to meet the principles of verifying the scientific and ethical justification for using animals, reducing the number of animals, minimizing or eliminating the pain and distress to animals, and using alternative methods to responsibly carry out animal experiments necessary for the development of medicines.
Safe and appropriate use of products	Enhancing the safe and appropriate use of our products by healthcare professionals and patients to ensure patient safety and the efficacy and safety of our products. This includes responsible marketing and ethical advertising, maintaining a functional and robust pharmacovigilance system.

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Compliance and ethical business practices	Acting with integrity and making ethical decisions in all aspects in accordance with the spirit of the law and the social norms that support it and going beyond compliance with applicable laws, regulations and industry codes. Promoting such behavior through our global compliance structure and the development, implementation, and continuous enhancement of necessary policies and processes, and focusing our activities on Anti-bribery / Anti-corruption compliance, avoiding conflicts of interest, seeking to pay the right amount of tax in the right place at the right time, encouraging a "speak-up" culture, and demonstrating our commitment to integrity, ethics and compliance.
Biodiversity	Mitigating negative impacts on biodiversity and promoting the sustainable use of benefits from biodiversity.
Climate change and energy	Reducing greenhouse gas emissions associated with business operations through streamlining and reviewing operations, improving energy efficiency, and using renewable energy.
Reduction of environmental burden	Identifying and managing the environmental impact of our products throughout their life cycle from their manufacture, use by humans, to disposal, and mitigating the environmental burdens caused by business operations to the minimum level, including measures for preventing air pollution, resource recycling, management of chemical substances, preventing leakage of hazardous substances, water management, and industrial waste management.