

## People Development and Workplace Environment Guideline

### ■ Fundamental Concept

Santen, guided by our Core Principle and Happiness with Vision, is committed to leveraging our strengths as a specialized ophthalmic life science company to address eye-related diseases and the social challenges they bring.

We believe that our most valuable asset is the people who understand Santen's Core Principle and business strategy, and who contribute to creating a world where people everywhere can live fulfilling lives through the joy of "seeing".

To maximize the value, we deliver to consumers and patients, we foster people development and promote diversity in appointments, while enhancing organizational capabilities through workplace environment improvements.

### ■ The Talent Santen Seeks

To realize a world where people everywhere enjoy fulfilling lives through "seeing," we must become a trusted leader in ophthalmology, recognized by patients and the ophthalmic community worldwide. To achieve this, we seek individuals who:

- Deeply understand our business model and needs.
- Continuously develop and apply their expertise.
- Commit to results and create meaningful impact.

### ■ People Development

- Based on our Core Principle, we nurture employees globally who contribute to sustainable business growth with a consumer- and patient-centric mindset.
- By embracing diversity and aligning with required experiences, skills, and knowledge, we strengthen our internal and external talent pipelines to enable timely and strategic appointments, promoting the value of professional development and enabling opportunities for growth within the global organization.

### ■ Workplace Environment

- We strive to create a supportive workplace where every employee can fully demonstrate their abilities. By promoting psychological safety and integrating individual strengths into collective organizational power, we foster an environment that embraces diverse work styles and drives maximum performance.