

# Become A Social Innovator

ESG Meeting

Santen Pharmaceutical Co., Ltd.



Presentation: March 31, 2022

# Agenda

- **Santen's Sustainability**
- **Digital Transformation to Support Business**
- **Santen's Initiatives for Inclusion**

Special Lecture: Masayo Takahashi, M.D., Ph.D.  
Vision Care Inc. / Kobe City Eye Hospital

**Social Value of Disability**

# Santen's Sustainability



**Shigeo Taniuchi**  
President & CEO

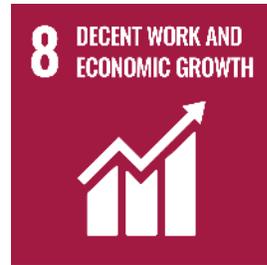




**The world is built on the ability to see**



# Eye health contributes to achieving SDGs



**SDGs related to eye health**

**8** /17\*1

\*1 The Lancet Global Health Commission on Global Eye Health: vision beyond 2020.

## CORE PRINCIPLE

天機に参与する

*Tenki ni sanyo suru*

“Exploring the secrets and mechanisms of nature in order to contribute to people’s health” \*

\* Santen’s original interpretation of a passage from the Zhongyong (The Doctrine of the Mean) by Confucius.

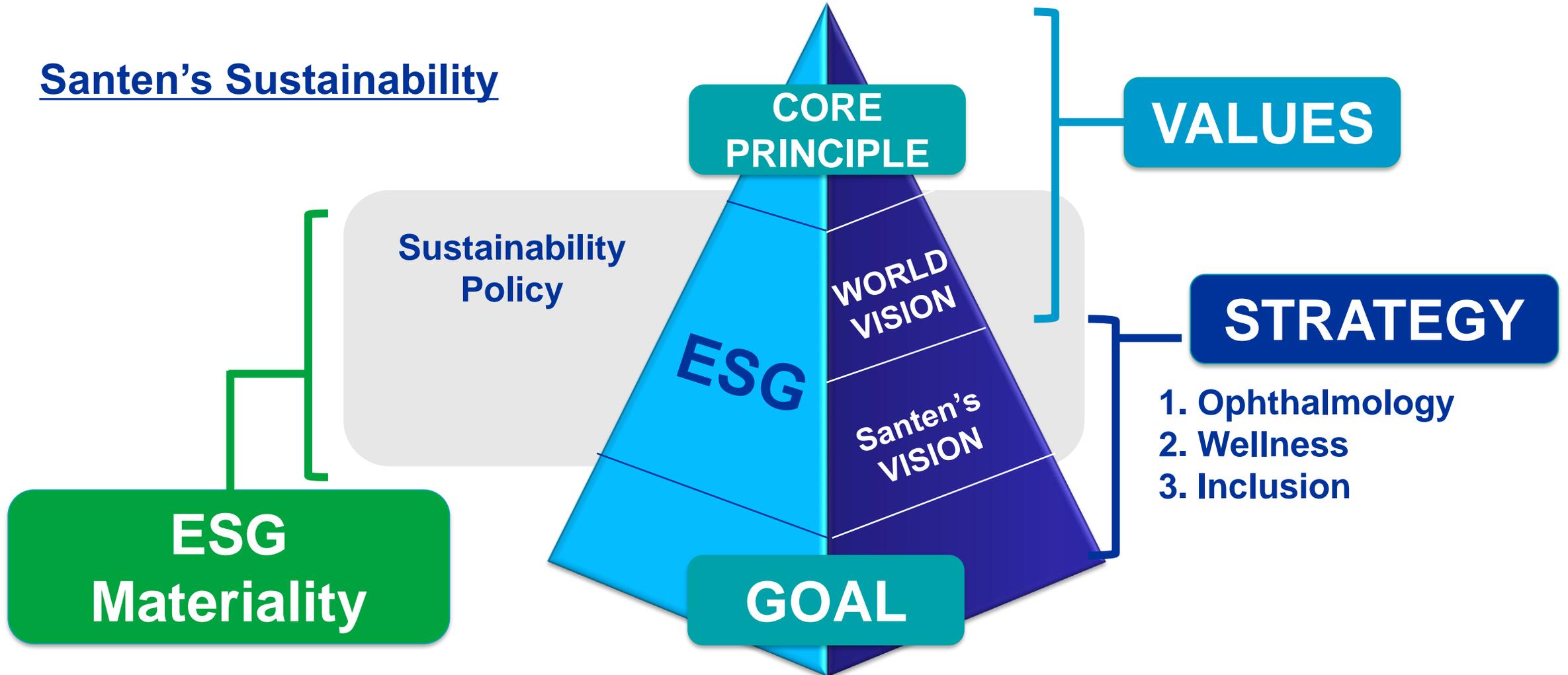
## WORLD VISION

**Happiness with Vision**

The Happiest Life for every individual, through the Best Vision Experience

# Aim to reduce the loss of social and economic opportunities for people around the world

## Santen's Sustainability



# Four ESG Materialities

**1. Development and stable supply of socially significant products and services**

**2. Encouragement of an organizational culture that promotes value creation**

**3. Strengthening governance, contributing to the realization of fair and equal society**

**4. Conservation of the global environment**

1. Development and stable supply of socially significant products and services

# Contribute to more than 60 million patients by resolving social issues

**Tackle unmet medical needs**

**Improve healthcare access**

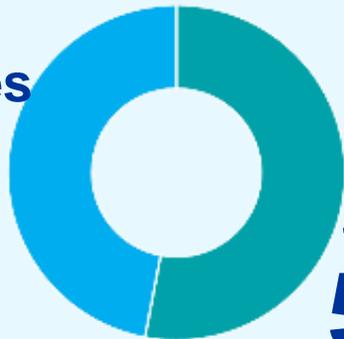


## 2. Encouragement of an organizational culture that promotes value creation

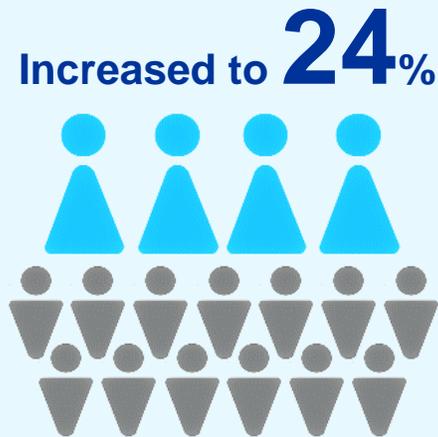
# Promote diversification to improve strategic execution

### Management team diversity\*1

7 different nationalities  
**47%**



Japanese  
**53%**



\*1: New management structure as of April 1, 2022 (Executive Management Team)

### Opportunities for visually impaired employees



### Work from Anywhere



3. Strengthening governance, contributing to the realization of fair and equal society

# Continuous efforts to improve governance and strengthen internal controls

## Strengthen IT security



## Enhance the effectiveness of Board of Directors



#### 4. Conservation of the global environment

# Steady progress toward measures against climate change and environmental load reduction

## - Environmental targets for 2030 -

Switching to biomass plastic



Reduction of plastic in packaging materials



Reduction of travel



Switching to electrified vehicles



## Plan to declare support for TCFD recommendations: June 2022

# Digital Transformation to Support Business



## Minori Hara

Corporate Officer,  
Chief Information Officer,  
Head of Digital & Information  
Technology Division



# Digital transformation (Dx) contributes to ESG materiality

**Drive process innovation in ophthalmology leveraging digital technologies**

- Social -

**Promote DE&I and employee engagement with digital**

- Social -

**Corporate transformation according to digital governance**

- Governance -

**Environmental protection through Dx**

- Environment -

# Digital Governance for corporate management

## Driving Dx

according to METI's  
digital governance  
code



Digital Transformation  
Certification

## CDIO position created

(Chief Digital &  
Information Officer)

# World class information security to protect stakeholders

## Business continuity

based on ISO-compliant  
InfoSec framework

## Globalization and Top talent

in InfoSec and Dx governance



# Internal control for effective business execution



**Next-gen ERP**  
Standardized operating  
process and improved  
transparency

**Data utilization**  
faster corporate  
decision-making

# Process innovation in ophthalmology

## Provider



## Online medical platform



## People



## Mobile App



# Promote DE&I and employee engagement leveraged by Dx

**Diverse talents contribute to digital transformation**

**Dx accelerates new ways of working and DE&I**



Introduction of Metaverse environment using Meta (Facebook)“Horizon Workrooms”  
Source: Horizon Workrooms screen capture

# Environmental protection through Dx

**Digital workplace**

**Cloud computing**  
Energy savings /  
e-Waste reduction

**Smart factory**





**Contributing to ESG and business  
by optimizing corporate digital strategy**

**Enhance governance in complex environment**

**Accelerate innovation in ophthalmology**

**Deploy digital tech for environment protection**

# Santen's Initiatives for Inclusion



**Takahiro Morita**

Corporate Officer,  
Core Principle and  
CSR Promotion  
Corporate Development Division



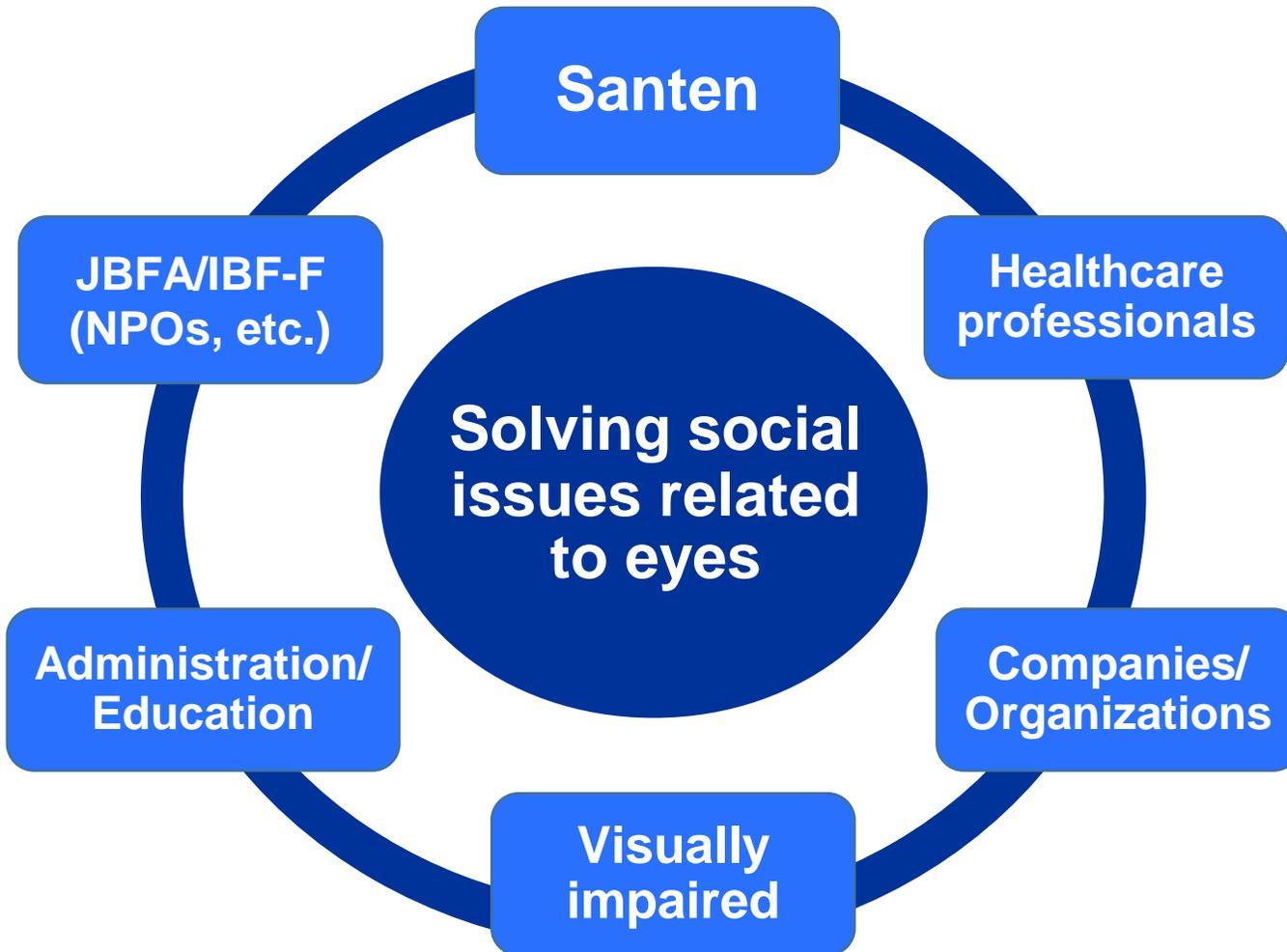
# Important values and conduct guidelines are “VALUES”

Aiming to realize the happy life for every individual through vision



# Inclusion society we aim to create

Build a society that is inclusive regardless of visual impairment



# Initiatives for inclusion society

## Blind Experience



1. Fostering the mindset of society as a whole

2. Linking Healthcare-Welfare

3. Support for economic independence

4. Dissemination of solutions

1. Fostering the mindset of society as a whole

# Organizational culture and environmental reforms by employee ambassadors

Experiencing vision impairments



Improving the workplace environment



Expanding workplaces for visually impaired employees



Awareness and behavioral change

Information access improvement

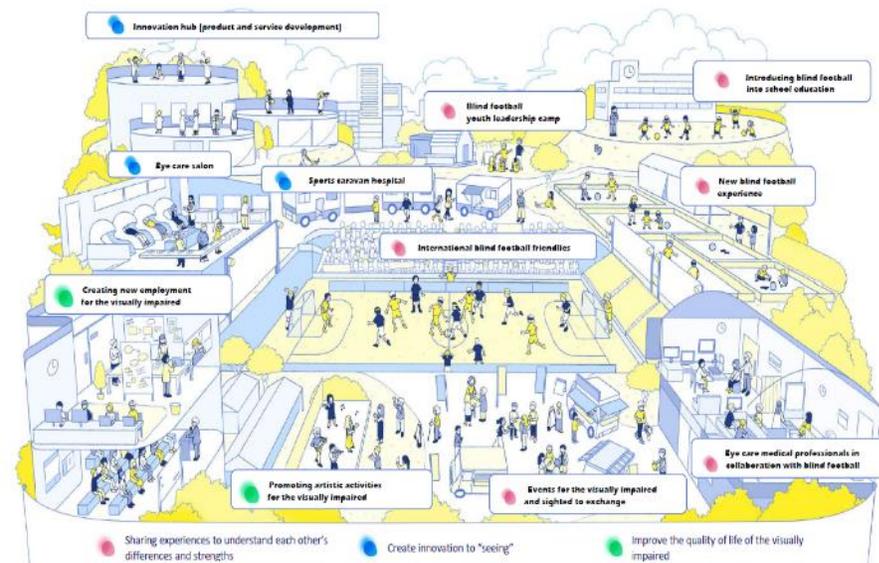
Role and Regional expansion

1. Fostering the mindset of society as a whole

# Global initiatives starting from blind football

JBFA / IBF-Foundation

Creation of enjoyable opportunities which aid understanding of visual impairment



Partner Vision



Japan: Experiences in educational settings



Thailand: Blind football experience

# Approach to the medical field

## Regional ophthalmic communities



Ophthalmic academia exhibition and experiencing vision impairments



Lectures by people with visual impairments



Medical facilities and experiencing vision impairments

## Providing opportunities to recognize anew social issues related to the eyes

# Initiatives for students with visual disabilities

## Job search support workshop

- ✓ Opportunities to understand themselves
- ✓ Transforming visual impairment into a strength

### For visually impaired students Notice of online workshop

#### こんな方にお勧めします

- 一般企業で就職を考えている視覚障がい学生（大学2年生から4年生対象）

#### 参加後はこんな理解が深まります

- 労働市場における自分自身にとっての機会を分析することができます。
- 自己分析を通して、労働市場に対しての自分の強み・弱みを発見し、キャリア形成に活用することができます。

労働市場における立ち位置を確認したうえでキャリア戦略を作ることは、視覚障がいの有無にかかわらず、キャリア形成における重要な要素のひとつです。

私たち参天製薬では、視覚障がい者が生き生きと活躍できる社会の実現を目指しています。視覚障がい学生にとってアクセシブルなキャリア形成ワークショップが少ないことから、今回の実施を決めました。就職活動中あるいはこれから就職活動を始める視覚障がいのある学生みなさまに参加いただき、自身のキャリア形成に役立てていただければ幸いです。

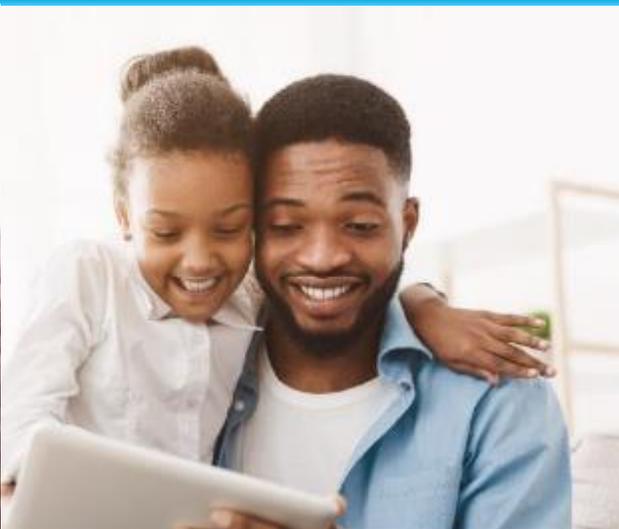


# Bringing down "Walls" in the Accelerator Program to support for creation of new businesses

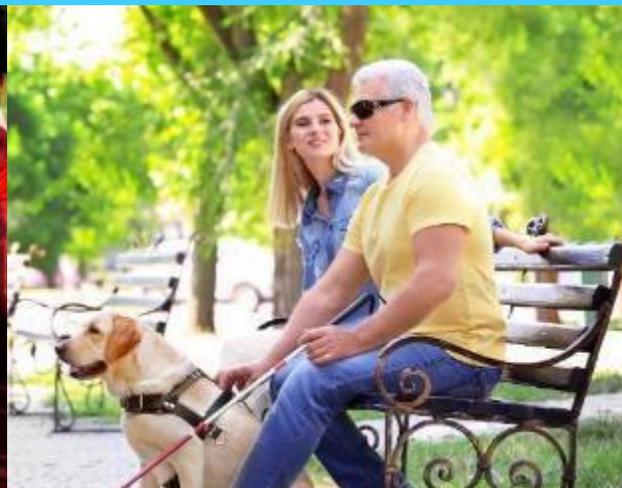
1. Online wall
2. Offline wall
3. Capacity wall
4. Working style wall
5. Linkage wall
6. Unexpected wall



Collaboration with people with visual disabilities, academic advisors, companies, and NPOs



# Happiness with Vision



# Solve social issues through ESG management integrated with our businesses

- ✓ **Sustained efforts to tackle Eye Health problems**
- ✓ **Realization of DE&I including people with visual disabilities**
- ✓ **Continuous improvement of governance**

# Appendix

## (Digital Transformation to Support Business)

# Dx contributes to ESG and Business

## Digitalization / Dx roadmap

MTP2025

**Step1: ~2020**

**Expand overseas  
by leveraging Japan's  
strengths**

**Step2: ~2025**

**Enhancing  
globalization and  
entering new fields**

**Step3: 2030**

**Leader in  
ophthalmology**

**Digitalization / Dx roadmap**

Optimize digital strategy  
from company-wide  
perspective and enhance  
governance

Optimize business asset  
allocation and realize Dx  
to strengthen profitability

Continuously provide  
digital products / services  
to contribute to society  
and environment

# Ensure InfoSec governance from people / organization / technology points of view

## People

- ✓ Online security training
- ✓ Security training especially targeting Digital & IT members
- ✓ Select and deploy trainings fit to R&R of respective department

## Organization

- ✓ Issue and disseminate a global security operation policy
- ✓ Security benchmark according to ESG issues
- ✓ Risk analysis for R&D arena

## Technology

- ✓ Device security optimization
- ✓ Email security optimization
- ✓ Review and update security measures for control systems

# Self-checker to promote 'tear' care: Japan Business

**Santen**

瞳のうるおい度チェック



うるおい不足の目の状態  
（うるおい不足の状態になると、  
涙が蒸発してしまいます）

鏡でのぞきこんでも  
分からない、瞳のうるおい度を  
独自AIでセルフチェック

シンプルで簡単

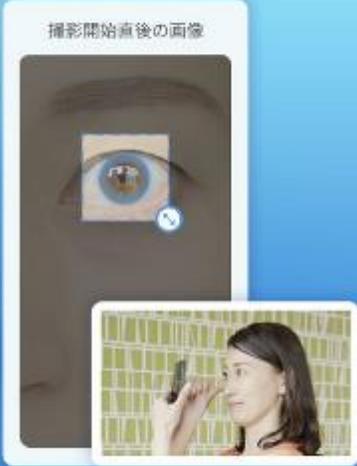
- 1 チャットで  
質問に回答
- 2 目の動画を  
5秒間撮影

結果を表示

2 STEPで結果を表示

スマホカメラで撮影

撮影開始直後の画像



音声ガイドに従って動画撮影

チェック結果

総合結果：瞳のうるおい度  
2021年07月10日 10:25

うるおい度 **低**

早めの眼科受診をお勧めします。  
瞳のうるおい度を低下させて  
涙が乾くおそれがあります。  
適切なケアによって結果が異なる  
可能性があります。

うるおい不足の目の状態  
（うるおい不足の状態になると、  
涙が蒸発してしまいます）

3つのチェック項目から  
瞳のうるおい度を表示



Press Release (Japanese ONLY) : <https://www.santen.co.jp/ja/news/20211203.pdf>

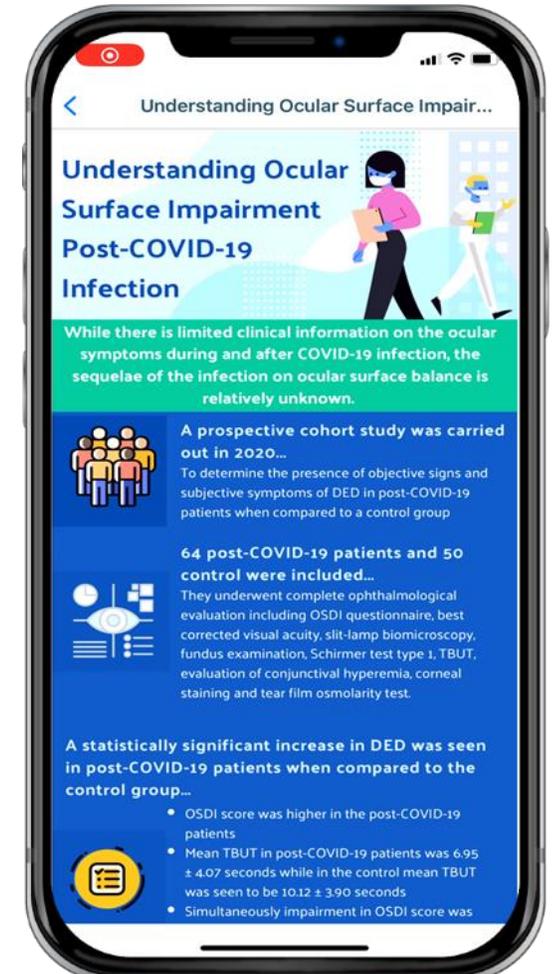
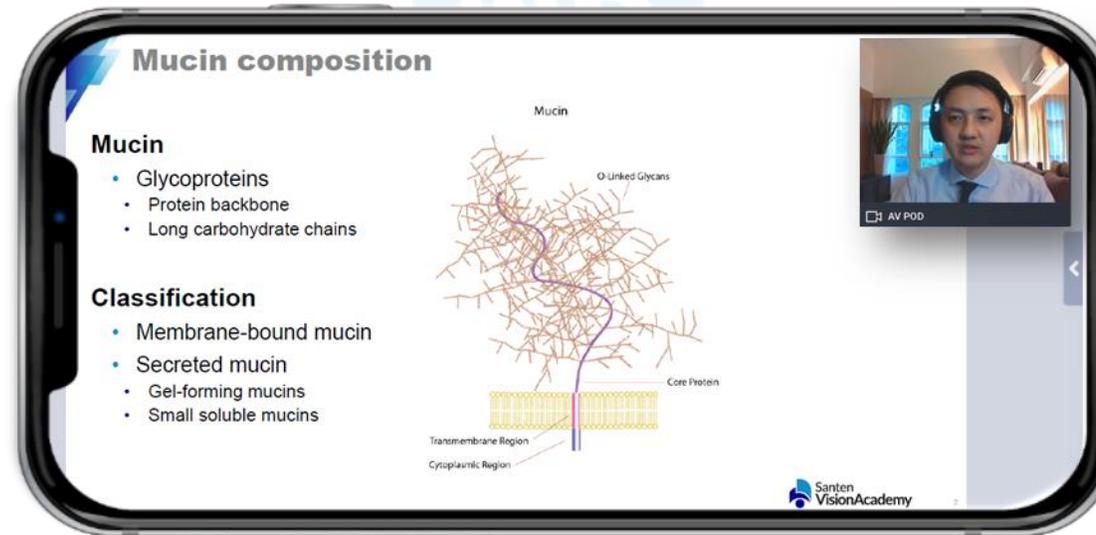
# A next-generation learning portal for ophthalmologists in Europe

Experience the latest innovations in medical education



February 2022 – NP-No product-EMEA-0158

# SantenMD: Innovative mobile platform to share the latest medical updates in Asia region



# Forward-looking statements

- Materials and information provided in this announcement include so-called "forward-looking statements". The earnings forecasts and other forward-looking statements herein are based on information currently available to the Company and certain assumptions that we believe to be reasonable. The realization of these forecasts is subject to various risks and uncertainties. Please be aware that actual results could differ materially from these forward-looking statements. We assume no obligation to update the contents of this document from time to time.
- Risk factors include, but are not limited to, the following:  
External factors such as trends in pharmaceutical administration, social and economic conditions, changes in laws and regulations, and exchange rates. Changes in the competitive environment, such as the impact of generics. Reliance on certain products and business partners, such as dependence on mainstay products, reliance on licensed products, and reliance on certain business partners for the supply of bulk drugs. Uncertainty in the development of new drugs, the possibility that R&D investment will not produce sufficient results, the success or failure of alliances with other companies, and other R&D activities. Other factors include intellectual property rights, production slowdowns and delays caused by natural disasters, product supply issues such as discontinuations and product recalls, litigation, and risks related to global business development.
- This document contains information about pharmaceutical products (including products under development), but is not intended for advertising or medical advice.
- The purpose of this document is to disclose information that serves as a reference to investors, and it does not constitute a solicitation or recommendation for investment. You should make investment decisions based on your own judgment.
- The information contained in this document is subject to change without notice. The use of these materials is the responsibility of the user, and we assume no responsibility for any damages caused by the use of these materials, including errors in the stated information.

