

Santen expresses a stance to strengthen its gender diversity.

- **Joining the “30% Club Japan,” taking action to increase gender diversity at board and senior management**
- **Becoming a signatory of the “UN Women’s Empowerment Principles” promoting gender equality and women’s empowerment in the workplace, marketplace and community**

May 19, 2021, Osaka, Japan - Santen Pharmaceutical Co., Ltd. (Head office in Osaka; hereinafter “Santen”) is proud to announce further reinforcement of its stance to gender diversity. The company has joined the “30% Club Japan”, which is an international campaign to achieve gender balance at corporate decision-making bodies such as the Board of Directors and senior management teams. Santen has also signed the CEO Statement of Support for the Women's Empowerment Principles (hereinafter “WEPs”) in support of the principles.



In support of

WOMEN’S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

The 30% Club is an international campaign set up in 2010 in the U.K. with the aim of raising the ratio of women in corporate decision-making bodies including the Board of Directors. It currently operates in 14 countries. The goal of the 30% Club Japan is to raise the ratio of female directors at TOPIX100 companies to 30% by 2030 based on the understanding that establishing healthy gender balance at corporate decision-making bodies such as the Board of Directors and senior management team not only strengthens corporate governance but also promote sustainable growth, improves international competitiveness and contributes to building a sustainable society in Japan.

The WEPs serve as a set of international principles promoting gender equality and women’s empowerment in the workplace, marketplace and community. Under the principles, companies are urged to position gender equality and women’s empowerment at the core of business management and implement initiatives to revitalize corporate activities and promote growth. The seven principles, listed below, were jointly drawn up in March 2010 by the United Nations Development Fund for Women (UNIFEM, today’s UN Women) and the U.N. Global Compact (GC), a voluntary partnership framework between the United Nations and companies.

1. High-Level Corporate Leadership
2. Treat all Women and Men Fairly at Work without Discrimination
3. Employee Health, Well-Being and Safety
4. Education and training for career advancement
5. Enterprise development, supply chain and marketing practices

6. Community initiatives and advocacy
7. Measurement and Reporting

Santen supports the activities of the “30% Club Japan” and “WEPs” and plans to work on bringing further diversity to its Board of Directors and senior management and business teams globally. “Starting with the latest move to join the 30% Club Japan and signing the WEPs declaration, we will amplify our gender diversity initiatives and better attract, develop and empower female leaders,” said Shigeo Taniuchi, President & CEO of Santen. “In order to further globalize our business and deepen our new solutions in ophthalmology (new modality, devices, digital solutions), we recognize that the diversity is a core management agenda. We know that diversity including a focus on diverse representation across gender and nationality, is essential for Santen to achieve sustainable growth. Powered by diversity, Santen will unleash our organizational potential to the fullest in delivering “Happiness with Vision” to people as a specialty company in ophthalmology.”



Shigeo Taniuchi
President & CEO

Santen lists “encouragement of an organizational culture that promotes value creation” as a factor in ESG Materiality, aimed at solving social issues to contribute to our society’s sustainable advancement and improve our corporate value in mid- to long-term, as it strives to promote “Diversity, Equity & Inclusion.” The latest medium-term management plan (MTP2025) spells out the company’s intention of setting clear goals in terms of diversity at all employee levels, amplifying company-wide efforts to promote diversity.

<References>

- 30% Club Japan: <https://30percentclub.org/about/chapters/japan>
- The Women’s Empowerment Principles: <https://www.weps.org/>
- Santen’s materiality and sustainability policy:
<https://www.santen.com/en/csr/policy/index.jsp#sec04>

About Santen

As a specialized company dedicated to ophthalmology, Santen carries out research, development, marketing, and sales of pharmaceuticals, over-the-counter products, and medical devices, and its products now reach patients in over 60 countries.

Toward realizing “WORLD VISION” (Happiness with Vision), the world Santen ultimately aspires to achieve, as a “Social Innovator”, we aim to reduce the social and economic opportunity loss of people around the world caused by eye diseases and defects by orchestrating and mobilizing key technologies and players around the world.

With scientific knowledge and organizational capabilities nurtured over a 130-year history, Santen provides products and services to contribute to the well-being of patients, their loved ones and consequently to society. For more information, please visit Santen’s website (www.santen.com).

Contact

Corporate Communications Group
Santen Pharmaceutical Co., Ltd.
E-mail: communication@santen.com