

Shionogi Joins The Valuable 500, an International Initiative for Promoting Disability Inclusion

Osaka, Japan, March 31, 2020 - Shionogi & Co., Ltd. (Head Office: Osaka, Japan; President and CEO: Isao Teshirogi, Ph.D.; hereafter "Shionogi" or the "Company") announces that it has expressed its support for The Valuable 500, an international initiative for promoting disability inclusion, by becoming a member.

The international initiative The Valuable 500¹ was launched in January 2019 at the annual meeting of the World Economic Forum (Davos meeting). Based on the belief that "inclusive business creates inclusive societies", the initiative aims to help business leaders enact reforms that help disabled people reach their potential in business, society, and economy.

Shionogi has identified "creating a more vigorous society", "respecting human rights", and "promoting diversity and inclusion" as its materiality issues to address, and treats all members of society, including people with disabilities, accordingly. Therefore, the Company manages its business based on the Ten Principles of the United Nations Global Compact regarding human rights, working conditions, environmental protection, and anti-corruption, and promotes diversity and inclusion based on the belief that diverse innovation originates from collaboration between various members of society who can respect and harmonize different values.

For the above reasons, when joining The Valuable 500, Shionogi made the following commitment statement.

[Commitment]

1. Respect human rights

Shionogi has always striven to create a better society which recognizes the importance of human rights initiatives. Shionogi supports international human rights standards, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and Follow-Up, and the UN Global Compact.

2. Shionogi's Diversity Vision

In 2018, Shionogi established the Diversity Council to drive Diversity & Inclusion activities by all Shionogi group companies, and Shionogi instituted "Diversity Vision" so that all employees can share the same vision. A Diversity Vision was also created so that all employees can engage in promoting diversity and inclusion.

**Understand yourself and others,
and celebrate individual diversity.**

**Allow the wide variety of unique qualities to
inspire creativity and innovation.**

We will have an unbiased understanding of others,
knowing that everyone has a different perspective;
connect and resonate with diverse personalities to foster an inclusive spirit and generate abundant
ideas;
and, driven by such spirit and ideas,
create new value and grow with society for our collective future.

3. Main initiatives

- ✓ Shionogi seeks to lighten the psychological burden on children with developmental disorders, with a twin focus on gaining greater understanding from society, and building support systems. As a partner in the support of children with developmental disorders, we work together with local governments and academia, with an aim to harness the core competencies of all involved.
- ✓ Initiatives to remove communication barriers for sight- and hearing-impaired people (Barrier-Free Communication Project ²⁾
All patients—regardless of ability—have access to the information they need to use medication properly. To that end, Shionogi has started the Barrier-Free Communication Project, which seeks to improve the way information is conveyed and eliminate communication barriers when people with disabilities receive medication instructions.
- ✓ Creating a supportive workplace for people with disabilities
Shionogi is actively engaged in making workplaces more accessible to people with disabilities. We aspire to be an organization where barriers to communication and barriers to accessibility are removed, and all people can fully tap their innate potential and thrive regardless of their disability status. To achieve this goal, we have been working on an initiative known as the Project for Barrier-Free Communication. The project has helped Shionogi to create an inclusive corporate culture to support accessibility to those with disabilities.
To create further employment opportunities, in April 2018 we established Shionogi Smile Heart Co., Ltd., which was certified as a special subsidiary company in July 2018.

4. Shionogi's focused actions and ideal states

- ✓ Shionogi regards actions to drive Diversity & Inclusion as an important personnel strategy in all group companies of Shionogi.
 - We understand that driving Diversity & Inclusion actions will make the corporate culture understanding of the importance in having diverse employees, and it will lead to increased innovation as a result.
 - We strive to create a work environment which is comfortable for all employees, both able-bodied and disabled. Shionogi continuously strives to improve corporate culture by collecting employee's suggestions and improving through dialogues.

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- We educate the employees of all Shionogi group companies so that Diversity & Inclusion efforts are consistently implemented in each global site.
- ✓ Shionogi drives actions for employees and outside stakeholders.
 - We strive to ensure and improve access to medicine.
 - We prepare systems to drive proper use of medicine and provide correct drug information to all people regardless of disability status.
- ✓ Shionogi creates work environments in which all employees can vigorously work, exercise their abilities, and realize themselves as members of Shionogi. This effort enables Shionogi to contribute to creating an inclusive society in which every person can demonstrate their value.

Shionogi believes that managing its business in a way that will help all members of society, including the physically challenged, fully achieve their potential and do so sustainably should lead to the achievement of its company policy "supply the best possible medicine to protect the health and wellbeing of the patients we serve". Shionogi will continue contributing to creating an inclusive society by actively promoting the diversity and inclusion policies that it established as its materiality issues to address in collaboration with its group companies.



Forward-Looking Statements

This announcement contains forward-looking statements. These statements are based on expectations in light of the information currently available, assumptions that are subject to risks and uncertainties which could cause actual results to differ materially from these statements. Risks and uncertainties include general domestic and international economic conditions such as general industry and market conditions, and changes of interest rate and currency exchange rate. These risks and uncertainties particularly apply with respect to product-related forward-looking statements. Product risks and uncertainties include, but are not limited to, completion and discontinuation of clinical trials; obtaining regulatory approvals; claims and concerns about product safety and efficacy; technological advances; adverse outcome of important litigation; domestic and foreign healthcare reforms and changes of laws and regulations. Also for existing products, there are manufacturing and marketing risks, which include, but are not limited to, inability to build production capacity to meet demand, unavailability of raw materials and entry of competitive products. The company disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise.

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References

1. The Valuable 500 : <https://www.thevaluable500.com/>
2. <http://www.shionogi.co.jp/company/csr/act/cbf/index.html>