

Sawai Group Compliance Policy

Sawai Group recognizes that compliance with laws and regulations and conduct based on high corporate ethics are two of the most important items in conducting healthcare and other businesses related to improving peoples' lives. Sawai Group has hereby established the Group compliance policy as a basic policy that is common to all companies that comprise the Sawai Group.

1. Structure

Each company of Sawai Group will establish and improve their own organizational structure based on the Sawai Group Compliance Policy.

2. Internal rules

Each company of Sawai Group respects the Group Corporate Philosophy and the Group Code of Conduct, and establishes appropriate internal rules and regulations to ensure compliance with applicable laws and regulations.

3. Training

Each company of Sawai Group will regularly conduct education, enlightenment, and training on compliance to officers and employees to enhance the awareness of compliance.

4. Audit

Sawai Group will regularly audit and evaluate the status of compliance by an audit department that is independent from business divisions and administrative divisions.

In accordance with this policy, the management of each company of Sawai Group will make its utmost efforts to conduct business operations in accordance with laws and regulations. In the event of a violation of this policy, the management of each company of Sawai Group will promptly take corrective measures and work on preventing recurrence.

Supplementary Provisions

This policy shall be under the jurisdiction of the Group Officer in charge of Group Legal and Compliance Office of Sawai Group Holdings.

The amendment and repeal of this Policy shall require the resolution of the Sawai Group Holdings Board of Directors.

Enacted on December 24, 2021 and enforced on January 1, 2022

Revised on April 26, 2024 and enforced on June 25, 2024