

【DE & I Declaration】

- Our thinking

As a corporate group engaged in the medical, health and nursing care fields, we work alongside healthcare professionals and patients through the stable distribution of pharmaceuticals and the provision of innovative services. In order to meet the diverse needs within ever-changing medical environments, we must value the different aspects of each and every one of us.

We will continue to grow as a business and contribute to all those who desire health by respecting every form of diversity and creating workplaces where we learn from and bring out the best in each other.

- Our vision for DE&I

Diversity	We accept and make full use of all forms of difference, including gender, age, nationality, disability, sexual orientation and gender identity, and values.
Equity	We take each individual's background and experiences into account, putting support measures in place to ensure that everyone has an equal chance to enjoy growth opportunities and working environments.
Inclusion	We work to increase psychological safety, make it easier to express our opinions, and create workplaces in which we can work together while respecting differences.

- Our initiatives

[Promotion of understanding of DE&I among all our employees]

We promote understanding of DE&I so that we will always be aware of unconscious bias and so that everyone can play an active role within an environment in which psychological safety is guaranteed.

[Establishment of a new human resources system that enables each individual to play an active role]

We are building a human resources system that maximizes the capabilities of each individual.

[Support at each life stage (childcare, health, nursing care)]

We are putting in place a system that allows everyone the flexibility to choose their working style.

Enacted as of November 26, 2025

TOHO HOLDINGS CO., LTD.

Hiromi Edahiro

Representative Director, President and CEO