

MARUZEN PHARMACEUTICALS CO., LTD.

14703-10 MUKAIHIGASHI CHO ONOMICHI CITY HIROSHIMA 722-0062 JAPAN TEL +81-848-44-2200 FAX +81-848-20-6114

Human Rights Policy

Maruzen Pharmaceuticals contributes to the development of society by firmly connecting the blessings of nature to our customers, society, and the future through a variety of means.

To achieve this, we have formulated a "Human Rights Policy," and we will promote activities to respect human rights, which are the fundamental rights that all people are born with, and permanently realize them.

1. Basic Philosophy

Maruzen Pharmaceuticals supports the International Bill of Human Rights (the "Universal Declaration of Human Rights," the "International Covenant on Economic, Social and Cultural Rights," and the International Covenant on Civil and Political Rights") and the International Labor Organization (ILO Declaration) and respects human rights as defined. In addition, we support the "UN Guiding Principles on Business and Human Rights" and fulfill our responsibility toward respecting human rights by taking initiatives based on the above principles.

2. Fulfilling Responsibility to Respect Human Rights

Maruzen Pharmaceuticals strives not to violate any human rights. If we discover that Maruzen Pharmaceuticals' business activities have a negative impact on human rights, we will take appropriate measures to correct them and fulfill our responsibility of respecting human rights.

3. Scope of Application

This policy applies to all officers and employees of Maruzen Pharmaceuticals. We will also ask all business partners and suppliers involved in Maruzen Pharmaceuticals' products and services to understand and support this policy, and encourage them to strive to respect human rights.

4. Applicable Laws and Regulations

Maruzen Pharmaceuticals will comply with laws and regulations in each country where its business activities take place. If there is any conflict between the laws and regulations of each country and the internationally accepted human rights norms, we will pursue methods to respect the international human rights norms.

5. Implementation of Human Rights Due Diligence

Maruzen Pharmaceuticals will establish a system for human rights due diligence and implement it on an ongoing basis.

We will identify the negative impacts on human rights that Maruzen Pharmaceuticals' business activities have on society, and work to prevent and reduce them.

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6. Remedy

If it becomes clear that Maruzen Pharmaceuticals' business activities have caused a negative impact on human rights, or if Maruzen Pharmaceuticals' involvement through business partners, etc., has been revealed, we will work to remedy the situation through appropriate procedures.

7. Dialog and Discussion

Maruzen Pharmaceuticals will engage in dialog and consultation with stakeholders and independent external experts in the course of implementing this policy.

8. Education and Training

Maruzen Pharmaceuticals will provide appropriate training and education to all officers and employees to ensure that this policy is incorporated into all of Maruzen Pharmaceuticals' business activities and implemented effectively.

9. Disclosure of Information

Maruzen Pharmaceuticals will report on its efforts to respect human rights and the progress of human rights due diligence.

10. Person in Charge

Maruzen Pharmaceuticals will clarify who is responsible for the implementation of this policy and will oversee the implementation.

Established: February 9, 2022

President

Yasuhiro Higurashi