

# KUSURI NO AOKI Group Human Rights Policy

We uphold as our management philosophy contributing to society through health, beauty, and hygiene by operating drugstores and dispensing pharmacies trusted by our local customers. Guided by this philosophy, we conduct our business activities with the aim of becoming a company that is loved and trusted in every region where we operate. In addition, our business activities are made possible through the support of a wide range of stakeholders, including our customers, business partners, shareholders, local communities, and employees. Going forward, in order to respect the human rights of all stakeholders, ensure physical and mental health as well as safety and security, and continue making sustainable improvements, we have established the KUSURI NO AOKI Group Human Rights Policy (hereinafter referred to as the “Policy”) and will advance our related initiatives.

The Policy shall be observed by all of our executives and employees, and it represents our absolute commitment to human rights. We position the Policy as the foundation of our business activities.

## 1. Basic Approach to Human Rights

We recognize that our business activities may affect the human rights of people. We therefore exercise the utmost care to ensure that we do not infringe on the human rights of others. In addition, if adverse impacts on human rights occur in connection with our business activities, we will fulfill our responsibility to respect human rights by responding appropriately to remedy such impacts.

We understand and comply with the human rights norms set forth in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), support international principles and standards including the UN Guiding Principles on Business and Human Rights, and respect these human rights.

We comply with the laws and regulations of the countries and regions in which we conduct our business activities. When the laws and regulations of a country or region in which we operate differ from internationally recognized human rights standards, we will comply with those laws and regulations while seeking ways to respect international human rights.

## 2. Scope of Application

The Policy applies to all executives and employees of the Group. We also expect our stakeholders, including business partners, to understand and support the Policy.

## 3. Carrying Out Human Rights Due Diligence

Based on the Principles on Business and Human Rights, we will advance the development of a human rights due diligence framework. Specifically, we will work to identify, prevent, mitigate, and report on human rights issues and adverse human rights impacts.

#### **4. Remediation and Remedy**

If it becomes clear that we have caused or contributed to adverse human rights impacts, we will endeavor to provide remedy through appropriate means. In addition, if a business partner directly related to our business activities is involved in adverse human rights impacts, we will actively work to ensure that corrective measures are taken.

#### **5. Education and Awareness Activities**

We will provide appropriate education and capacity development to all executives and employees in order to promote understanding of the Policy and to ensure its effective implementation. We will also strive to promote understanding of the Policy among stakeholders, including our business partners.

#### **6. Dialogue and Consultation with Stakeholders**

We recognize that it is important to respond with consideration for the perspectives of stakeholders affected by human rights impacts. Accordingly, we will engage in ongoing dialogue and consultation with relevant stakeholders.

#### **7. Disclosure of Information**

We will continuously monitor compliance with the Policy and fulfill our accountability by regularly disclosing information on the progress of our initiatives.

#### **8. Priority Initiatives**

We will place particular focus on the following initiatives.

(1) Prohibition of harassment and violence

We prohibit all forms of harassment and violence, including psychological, physical, and sexual harassment.

(2) Prohibition of discrimination

We prohibit all forms of discrimination based on race, gender, sexual orientation or gender identity, age, nationality, ethnicity, language, religion, ideology, beliefs, social status, property, family origin, illness, or disability. We will not engage in discriminatory evaluations or human rights violations, nor will we encourage such conduct.

(3) Respect for privacy and protection of personal information

We respect and protect individual privacy. We also prohibit the acquisition, use, or provision of personal information to third parties without consent and manage such information strictly in accordance with established regulations.

- (4) Promotion of workplace safety and health  
We comply with laws and regulations concerning occupational safety and health and strive to build and improve a workplace environment that is healthy, safe, and hygienic for employees.
- (5) Proper management of working hours and assurance of wages  
We properly manage and comply with applicable laws and regulations regarding working hours, wages, overtime, and allowances.
- (6) Prohibition of forced labor  
We prohibit forced labor and human trafficking.
- (7) Prohibition of child labor  
In all business activities and business relationships, we do not employ individuals who do not meet the legally prescribed minimum working age.
- (8) Freedom of association and collective bargaining  
In accordance with laws and regulations, we will not unjustly infringe upon the freedom of association or collective bargaining.
- (9) Operation of reporting and consultation channels  
As part of our internal whistleblowing system, we establish contact points where misconduct related to human rights or labor can be reported or consulted. These internal reporting channels strictly maintain confidentiality regarding all information related to reports and consultations in accordance with internal regulations, and prohibit any disadvantageous treatment of whistleblowers or individuals cooperating with investigations. In addition, in our relationships with external stakeholders, we provide an inquiry contact point on the Group's official website to ensure opportunities to identify human rights violations and strive to resolve and remedy them.
- (10) Environmental consideration and sustainability  
We take into consideration the environmental impact of our business activities and respect the right of people in local communities to maintain their lives in a favorable environment. We also promote business activities that contribute to the realization of a sustainable society, including recycling and improvements in energy efficiency.
- (11) Thorough quality and safety of products and services and prohibition of discriminatory marketing and advertising  
To ensure that customers can use our stores safely and with peace of mind, we secure the safety of our products and services and implement thorough quality control. We will also work together with our business partners. In addition, we do not engage in discrimination in marketing or advertising activities and do not use expressions that promote discrimination.

(12) Establishment of fair business relationships

In order to prevent the occurrence of improper benefits such as bribery in our business activities, we implement strict policies and procedures. At the same time, we comply with various laws and regulations, including the Antimonopoly Act and the Subcontract Act, and promote the establishment of fair business relationships.

**9. Our Responsibilities**

We have a responsibility to understand and comply with the Policy. We must also avoid any actions that violate or may potentially violate the Policy. If a violation of the Policy occurs, if there is suspicion of such a violation, or if we recognize the possibility that such a violation may occur in the future, we will promptly take action toward resolution and improvement.

April 4, 2024

Hironori Aoki

Representative Director and President  
KUSURI NO AOKI HOLDINGS CO., LTD.