

Maruishi Pharmaceutical Human Rights Policy

Maruishi Pharmaceutical's business philosophy is "Contribute to the development of healthcare and welfare through research, development, production, sales of pharmaceutical products as well as expanding product line-up through solid management". In order to realize the philosophy, we have established the Maruishi Pharmaceutical Human Rights Policy (the "Policy") with the aim of conducting management that respects the human rights of all people under our principles of conduct "Maruishi Pharmaceutical Corporate Behavior Charter".

1. Basic concept on human rights

In order to respect the human rights of all people, Maruishi Pharmaceutical supports the following international norms, which stipulates the fundamental human rights, and promotes activities for the human rights based on the United Nations' "Guiding Principles on Business and Human Rights".

- International Bill of Human Rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights)
- ILO Declaration on Fundamental Principles and Rights at Work of the International Labour Organization
- Declaration of Helsinki, ethical principles for medical research involving human subjects

2. Scope of application

The Policy applies to all directors and employees of Maruishi Pharmaceutical. Also, we seek the understanding and support of the Policy to our business partners, including suppliers.

3. Responsibility for respecting human rights

Maruishi Pharmaceutical understands that our business activities may have an adverse human rights impact and will endeavor not to infringe human rights. Further, if there is any adverse human rights impact through our business activities, we will take appropriate action to correct such adverse human rights impact.

4. Human rights due diligence

Maruishi Pharmaceutical will promote human rights due diligence in accordance with the United Nations' "Guiding Principles on Business and Human Rights", and will identify, prevent and mitigate adverse human rights impacts related to our business activities and work on continuous improvement.

5. Dialogue and consultation

Maruishi Pharmaceutical will sincerely engage in dialogue and consultation with related stakeholders in order to understand the viewpoints of people who may be affected on human rights by our business activities.

6. Education and training

Maruishi Pharmaceutical will continue to educate and train all directors and employees so that they understand the Policy and conduct business activities under the Policy.

7. Compliance with applicable laws and regulations

Maruishi will comply with the laws and regulations of each country and region where our business activities are conducted. We will also endeavor to fully respect the internationally recognized principles on human rights.

The Policy has been approved by the board of directors of Maruishi Pharmaceutical and has been signed by the President and Representative Director.

December 22, 2023

President and Representative Director

Katsuhito Inoue