

Nihon Chouzai Group Human Rights Policy

As a company that contributes to society through medical care, we at the Nihon Chouzai Group are committed to our mission “to give people the closest possible support,” and play a role in supporting people's healthy lifestyles. Accordingly, we believe respecting human rights is an important foundation underpinning the continuation of our Group's business. To promote our business activities while respecting the human rights of patients and all other stakeholders of our Group, we have established the following policy.

1. Basic policy

The Nihon Chouzai Group supports the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO), the United Nations (UN) Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact and promotes respect for human rights in accordance with international norms.

We will eliminate any discrimination or harassment on the basis of race, color, gender, disability, nationality, language, religion, creed, ideology, property, family origin, or other status, and prohibit discrimination or harassment in hiring, treatment, promotion, or other decisions on these grounds. In addition, we do not engage in child labor, forced labor, slavery, or human trafficking in any country or region, and we do not tolerate any practices that undermine respect for and protection of human rights. For employees, we support their freedom of association and the right to collective bargaining, and will reduce excessive work hours. Furthermore, we will ensure compliance with minimum wages and equal pay for equal work.

2. Compliance with applicable laws

The Nihon Chouzai Group ensures compliance with the laws and regulations of each country and region in which we operate. Furthermore, if there are differences between the laws and regulations of a given country or region and international human rights norms, we will adhere to the higher standard, and if there are conflicting standards, we will pursue ways to maximize compliance with internationally recognized human rights. With regard to efforts to curb excessive work and reduce overtime work in Japan, we will comply with the labor-management agreement formed in accordance with Article 36 of the Labor Standards Act while setting our own overtime work limit based on stricter

standards to improve work-life balance and health.

3. Scope of application

This policy applies to all officers, executive officers, and employees of the Nihon Chouzai Group. In addition, we will encourage all companies in our supply chain and business partners related to our Group to understand and support this policy, and promote respect for human rights together.

4. Human rights due diligence

The Nihon Chouzai Group is committed to ensuring that human rights violations do not occur in all of our business activities, including those within our supply chain. Therefore, we will establish a human rights due diligence framework in line with the UN Guiding Principles on Business and Human Rights, identify and assess negative impacts and risks related to human rights, and continuously work to prevent or reduce them.

5. Training

The Nihon Chouzai Group will continuously provide appropriate education and training to ensure that this policy permeates through all officers, executive officers, and employees.

6. Relief

The Nihon Chouzai Group will establish an effective relief system available to individuals and communities affected by negative impacts on human rights, and will work to provide relief through appropriate dialogue and procedures in the event that we discover that our business activities have triggered a negative impact on human rights.

7. Revisions and abolishment

The Board of Directors of NIHON CHOUZAI Co., Ltd. will be responsible for revising or abolishing this policy.

8. Enactment

This policy will go into effect after revision on January 1, 2024.