

4/6/2023

Kotobuki Pharma Human Rights Statement

1. Scope of application

This policy applies to all officers and employees working at Kotobuki Pharmaceutical.

2. Priority Human Rights Issues

We will address the following human rights issues related to our business activities.

- ① We do not discriminate on the basis of race, nationality, ethnicity, region of origin, cultural background, gender, age, gender, sexual orientation, religion, educational background, disability, etc., both inside and outside the company.
- ② We will respect the personality of our employees and will not engage in any form of harassment in order to create a comfortable working environment.
- ③ We respect individual human rights and diversity so that people with various backgrounds can play an active role.
- ④ We comply with the laws and regulations of the countries and regions where we conduct business activities.
- ⑤ We will not engage in child labor, forced labor or human trafficking.

3. Human Rights Due Diligence

We will identify negative impacts on human rights caused by our corporate activities, including in the supply chain, and conduct human rights due diligence in order to continuously work to prevent and mitigate them in cooperation with our stakeholders.

4. Education/Training

We conduct awareness-raising activities and training so that employees can understand human rights and conduct corporate activities.

5. Remediation

If it becomes clear that we have caused or contributed to a negative impact on human rights, we will work to correct and remedy it.

6. Consultation with stakeholders

We will engage in dialogue and consultation with relevant stakeholders regarding this policy and a series of initiatives related to respect for human rights.