

PT HISAMITSU PHARMA INDONESIA

HUMAN RIGHTS POLICY

1. Introduction

The corporate philosophy of PT Hisamitsu Pharma Indonesia (“Hisamitsu”) is “Delivering a Better QOL to the World.” Furthermore, in order to adapt dynamic changes and meet diversifying our customer needs, Hisamitsu has updated our company mission to the progressive “Promoting “TE-A-TE” Culture Worldwide,” and will actively expand its business activities from its established foundation in transdermal patch technology.

Respecting the human rights of people associated with Hisamitsu's business activities is consistent with our management philosophy and is an important endeavor of Hisamitsu. Hisamitsu is fully committed to contributing to the development of a sustainable society by continuously conducting management and business activities based on respect for human rights.

- Scope of Application

The policy applies to officers and employees of Hisamitsu. Hisamitsu will also seek alignment from all business partners involved in our business to comply with this policy.

2. Core concept for Human Rights

Hisamitsu formulated this policy based on “Guiding Principles on Business and Human Rights”; and the respect human rights declared in the “International Bill of Human Rights” (“Universal Declaration of Human Rights”, “International Covenant on Civil and Political Rights”, “International Covenant on Economic, Social and Cultural Rights”) of United Nations; core labor standards of the “ILO Declaration on

Fundamental Principles and Rights at Work” of the International Labor Organization (ILO); and the “Declaration of Helsinki” of the World Medical Association (hereinafter referred as “international human principles”). These human rights must be protected and respected by employees, business partners, and all people involved with Hisamitsu products or services. To this end, Hisamitsu will avoid causing or aggravating negative impact on human rights, and will address forthright any situation of such impact arising. Hisamitsu will also endeavor to prevent or reduce negative impact on human rights that are directly connected to business, products, and services of Hisamitsu through business transactions. This policy complements the description of “Hisamitsu Pharmaceutical Corporate Charter”, and incorporates the concept of respecting human rights into our business activities. We will provide appropriate education and training to our employees to ensure this policy is understood and implemented effectively.

3. Execution of Responsibility to Respect Human Rights

- Implementation of Human Rights Due Diligence

To fulfill our responsibility to respect human rights, Hisamitsu will continue to conduct human rights due diligence, targeting negative impacts on human rights associated with our business activities.

- Dialogue and Consultation with stakeholders

Hisamitsu will make use of external knowledge experts on human rights to conduct meaningful dialogues and discussions with stakeholders.

- System / Responsible person

Hisamitsu will take appropriate measures based on the results of the assessment of the negative impact on human rights by establishing a

system necessary for implementing this policy and clarifying the person(s) responsible.

- Correction

If it becomes clear that Hisamitsu has caused or promoted a negative impact on human rights, we will work to correct this through appropriate measures.

- Disclosure of Information

Hisamitsu will monitor the implementation of corrective actions and disclose progress of these measures regularly.

- Applicable Law

Hisamitsu complies with laws and regulations applicable to the countries and regions of operations. However, if the laws and regulations of each country and region conflict with the principles of international human rights, Hisamitsu will pursue methods to respect the principles of international human rights to the greatest extent possible.

Established: November 1st, 2022

PT Hisamitsu Pharma Indonesia

President Commissioner

NAKATOMI Kazuhide