

## Policy on Respect for Human Rights

Based on our management philosophy, we are aware of our corporate social responsibility and regard respect for human rights as one of the major priorities forming the foundation of our corporate management, and we promote initiatives that take human rights into consideration both within the company and in our relationships with our business partners.

### Management Philosophy

Always manifest the creative spirit, cultivate the ability to execute development, sales and production, contribute to society and build a valuable company.

1. We uphold the Universal Declaration of Human Rights, the International Bill of Human Rights and other standards as norms, protect the dignity of all people and in terms of the human rights and working environment in all corporate activities, treat their rights equally, and promote respect for human rights based on international standards.
2. We do not discriminate or harass in any of our corporate activities. We do not discriminate on the basis of race, nationality (national origin), skin color, sex, age, ethnic or social origin, marital status, creed, religion, disability, sexual orientation, gender identity or pregnancy, both within the company and in our relationships with domestic and foreign business partners. We also require human rights due diligence to be carried out not only within our company but also in all our supply chains.
3. We respect the fundamental human rights of employees including freedom of association and aim to create an atmosphere that respects the individuality of each employee and diverse values and to maintain a working environment that takes into account the health and safety of each individual.
4. We take effort to educate our employees at every opportunity on human rights issues which arise both within and outside our business activities and on international human rights standards.

Enacted: April 1, 2023

Sakamoto Yakuhin Kogyo Co., Ltd.  
President and Representative Director

*Masahiro Sakamoto*