

Meiji Group Policy on Human Rights

The Meiji Group Philosophy includes our desire to offer a wide range of products and services vital to the daily lives of all people around the world. In so doing, we widen the world of *Tastiness* and *Enjoyment*, meeting all expectations regarding *Health and Reassurance*, striving to be a corporate group that is essential not to the lives of people in Japan, but also to the lifestyles of people all across the globe.

Our Corporate Behavior Charter includes respect for human rights. We recognize that all people are born free and with equal dignity and rights. We act fairly and faithfully to uphold this Policy on Human Rights in all our business activities.

We engage in the greater pursuit of initiatives related to human rights, striving to accomplish our duties in this respect.

1. Our Fundamental Position on Human Rights

We support and respect international rules related to human rights based on the Guiding Principles on Business and Human Rights. These rules include United Nations International Bill of Human Rights (based on the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights), the core labour standards of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (defining basic human rights at work), the Ten(10) Principles of the UN Global Compact, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the ethical principles of the Declaration of Helsinki, and the guidelines of the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH).

We have identified Meiji Group's salient human rights issues in accordance with the above Guiding Principles of the United Nations and international rules and we will promote our efforts to work on those issues across the entire Group.

Salient human rights issues

- Cross-sectional issues: Any form of discrimination by social position or status or other grounds, based on race, sex, sexual orientation, gender identification, age, nationality, language, religion, disability, birth, property etc., harassment, freedom of association and collective bargaining rights, proper working conditions and wages, occupational safety and health, work hours, and foreign workers' rights
- Issues related to research and development: Access to information and privacy rights
- Issues related to procurement and manufacturing: Child labor, forced labor, human trafficking, healthy lives of local residents and access to water
- Issues related to sales, physical distribution and consumption: Consideration given to impacts of our marketing activities on children, and health of customers and users
- Issues related to disposal: Healthy lives of local residents and access to water

We comply with the laws and regulations of each country and region. In the event of inconsistencies between international laws and local laws related to human rights, we comply with local laws while pursuing methods and means that incorporate the greatest respect to international laws.

This Policy complements the Meiji Group Corporate Behavior Charter, properly reflecting the spirit and intent of that policies and guidelines.

Under this Policy, we create individual procurement guidelines for materials having a potentially significant impact on human rights. In this way, we conduct materials procurement that is sensitive to human rights.

2. Applicable Scope

This Policy applies to all officers and employees of Meiji Group. Further, we ask all entities ("Partners") in the value chain related to Meiji Group products and services to comply with this Policy.

3. Accomplishing Our Duty to Respect Human Rights

We strive to prevent violations of human rights in our organization. In the event we determine that our business activities have had a negative impact on human rights, we implement rational and appropriate measures to correct said violation, taking responsibility to accomplish our duty

to respect human rights. We engage in the following initiatives to accomplish our duty in this respect.

- Human Rights Due Diligence

Meiji Group has established a Group Human Rights Meeting to identify and assess human rights risks in the value chain related to products and services offered by us. This meeting determines priority issues (risk-based approach), conducting its business in an orderly and steady manner. As necessary, the meeting establishes a subcommittee charged with preventing or alleviating any negative impact that Meiji Group has had on human rights in society.

- Executive Managing Officer

Under the orders of the president (chief executive officer) of Meiji Holdings Co., Ltd., the ultimate parent company of Meiji Group, the executive officer of the Sustainable Management Department, a supervisory department within Meiji Holdings, serves as the executive in charge of this Policy. The executive managing officer implements this Policy, appropriately collaborating with each president of our main operating companies, namely, Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd. and KM Biologics Co., Ltd.

- Education, Training, and Communication

We incorporate this Policy into all aspects of our business activities, providing ongoing education and training related to human rights for officers and employees to ensure the effective implementation of this Policy. Further, we will communicate necessary information to our Partners.

- Responding to and Providing Relief in Connection With Claims

We operate an internal reporting system and respond to claims received, striving to prevent violations of human rights, detect any violations in the early stages, and prevent any recurrence. We provide relief as necessary through appropriate procedures.

- Information Disclosure

We provide timely disclosure of our progress and results related to human rights initiatives through our corporate websites and other means.

- Dialogues and Discussions

As we implement this Policy, we make frequent use of expertise and advice provided by outside, independent experts. In addition, we conduct serious dialogues and discussions with our stakeholders.

Kazuo Kawamura
President and Representative Director
Meiji Holdings Co., Ltd.

Established in April 2016
Amended in February 2020
Amended in June 2022