

Chugai Group Human Rights Statement

1. Basic Policy on Respect for Human Rights

Chugai Group respects and supports the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), the ILO Declaration on Fundamental Principles and Rights at Work and other international norms. Moreover, it respects and protects the human rights of patients and test subjects in compliance with the Ethical Principles for Medical Research Involving Human Subjects (Declaration of Helsinki) in the research and development of pharmaceutical products.

Furthermore, the Group hereby sets forth Chugai Group Human Rights Policy based on the UN Guiding Principles on Business and Human Rights (UNGPs) to promote activities for the respect of human rights. The policy is based on the Chugai Group Mission Statement and promises activities for the further respect of human rights.

2. Scope of application

This policy applies to all board members and employees of the Chugai Group. Also, we seek understanding and support for this policy from our business partners, and work for the respect of human rights together.

3. Responsibility to respect human rights

Chugai Group recognizes that its business activities may directly or indirectly affect human rights and fulfills its responsibility for the respect of human rights by not infringing the human rights of affected people and taking appropriate measures for correction in case its business activity may cause an adverse impact on human rights.

Also in case an adverse impact on human rights caused by our business partners is suspected to be associated with business, products and services of Chugai Group, we ask the business partners to respect human rights and not infringe.

4. Education and training

Chugai Group will continuously implement appropriate human rights education based on UNGPs for its board members and employees.

5. Human rights due diligence

Chugai Group, in accordance with the UN Guiding Principles on Business and Human

Rights, will conduct precautionary surveys to have an understanding for the prevention and mitigation of adverse impact on human rights that the company may give to society. The company will further establish and continuously implement a system of human rights due diligence that enables proper and effective remedial measures in case a problem is found.

6. Remedy

In case it becomes clear that Chugai Group causes an adverse impact on human rights in its business activities, we will work on the remedy through appropriate procedures.

7. Dialog and discussion

Chugai Group, in implementing the initiatives under the policy, will positively use external expertise on human rights, consider the situation of the people affected by our business activities, recognize the importance of understanding things from the viewpoint of affected people and sincerely conduct appropriate dialog and discussions with stakeholders.

8. Compliance with applicable laws and regulations

Chugai Group will comply with the applicable laws and regulations in all countries and regions where it operates. Moreover, the Group will work to respect—to the maximum extent possible—the international principles on human rights.

9. Disclosure of information

Chugai Group will disclose the progress and results of its activities on human rights on its website and other formats.

Established on January 29, 2019