



## Respect for Human Rights

As the PHC Group's business activities expand globally, our responsibility to uphold human rights in the global community environment is increasing.

- We are committed not only to preventing direct human rights violations in our business activities but also to continuously working to mitigate and prevent the risk of indirectly negatively impacting human rights through our supply chain and other business relationships.
- We avoid all forms of exploitative labor practices, such as child labor, forced labor and human trafficking, and are dedicated to achieving fair labor practices.

Examples of Key Relevant Laws and Regulations, including but not limited to:

### Laws and Regulations regarding Human Rights :

Japan	: Labor Standards Act, Equal Employment Opportunity Act
United States	: Civil Rights Act, Americans with Disabilities Act (ADA), Fair Labor Standards Act
Europe	: European Convention on Human Rights, Charter of Fundamental Rights of the European Union
China	: Labor Law, Law on the Protection of Rights and Interests of Women



## Contribution to Society

As a global healthcare company, we aspire to contribute to society by conducting business activities that contribute to better lives for patients.

- We aim to fulfill our social responsibility by engaging in research and development to create high-quality products and services and by striving to provide them for all who seek better health.
- By leveraging our strengths in precise technology, innovation, and the synergies among the PHC Group businesses, PHC Group will collaborate with researchers and medical professionals to provide precision healthcare technology and better healthcare services for patients who need it most.



## Environmental Conservation

At the PHC Group, protecting the environment is not just a legal or social obligation but a core aspect of our operations.

- To achieve a sustainable environment, we are committed to implementing sustainable business practices, such as more efficient energy use and increasing our efforts to lower the environmental impact of our products as we actively work towards the preservation of the global environment.

#### Examples of Key Relevant Laws and Regulations, including but not limited to:

##### Laws Establishing Basic Policies and Frameworks for Environmental Conservation:

<b>Japan</b>	: Basic Environment Act
<b>United States</b>	: National Environmental Policy Act
<b>Europe</b>	: Environmental Action Programme
<b>China</b>	: Environmental Protection Law

##### Laws Governing the Treatment, Storage, Transport, and Disposal of Waste:

<b>Japan</b>	: Waste Management and Public Cleansing Law
<b>United States</b>	: Resource Conservation and Recovery Act (RCRA)
<b>Europe</b>	: Waste Framework Directive (2008/98/EC)
<b>China</b>	: Law on the Prevention and Control of Environmental Pollution by Solid Waste

##### Laws to Prevent Global Warming and Mitigate the Impact of Climate Change:

<b>Treaty</b>	: United Nations Framework Convention on Climate Change (UNFCCC) In addition, a conference called COP is held once a year by participating countries of the United Nations Framework Convention on Climate Change.
<b>Japan</b>	: Act on Promotion of Global Warming Countermeasures, Act on Special Measures Concerning Renewable Energy, Energy Conservation Act
<b>United States</b>	: Clean Air Act, Inflation Reduction Act, Energy Policy Act (EPAAct)
<b>Europe</b>	: European Climate Law, EU Emissions Trading System (EU ETS), Renewable Energy Directive (RED) II, Energy Efficiency Directive (EED)
<b>China</b>	: Interim Regulations on the Management of Carbon Emissions Trading, Renewable Energy Law, Energy Conservation Law



## Trade Compliance

By complying with Laws and Regulations related to trade in our international business activities, we will prevent international threats from certain countries and regions that develop, manufacture, use, store, or engage in activities related to weapons of mass destruction (nuclear, chemical, biological weapons, and missiles) and from terrorists and other groups, thereby contributing to the maintenance of international peace and security and avoiding the risk of the PHC Group becoming involved in transactions of concern.

- We understand that not only products and services, but also raw materials, software, and technical data may be subject to regulations, and we comply with export and import-related Laws and Regulations, and Internal Rules.
- We identify whether products and services are subject to regulation, understand the transaction partners, end users, and intended use, and carefully assess the permissibility of transactions and imports/exports. We obtain necessary approvals and licenses from regulatory authorities and customs when required.
- To prevent money laundering and the financing of terrorist organizations, we strive to achieve transparency in transactions and monitor and report any suspicious activities.
- Regardless of whether transactions are paid or free, and irrespective of quantity, type of goods, or means of transportation, we comply with Laws and Regulations, and Internal Rules (including regulations related to medical devices, chemicals, animal quarantine, etc.) before initiating export/import procedures, and we conduct appropriate customs clearance procedures.

#### Examples of Key Relevant Laws and Regulations, including but not limited to:

##### Laws Aimed at Contributing to International Security and Maintaining Domestic and International Peace and Stability:

<b>Treaties and Agreements</b>	: Treaty on the Prohibition of Nuclear Weapons (TPNW), Biological Weapons Convention (BWC), Chemical Weapons Convention (CWC), Wassenaar Arrangement
<b>Japan</b>	: Foreign Exchange and Foreign Trade Act
<b>United States</b>	: Export Administration Regulations (EAR)
<b>Europe</b>	: Dual-Use Regulation, Common Military List of the European Union
<b>China</b>	: Export Control Law

##### Laws Managing the Export and Import of Specific Goods from a Trade Management Perspective to Prevent Illegal Transactions:

<b>Japan</b>	: Customs Act
<b>United States</b>	: Tariff Act of 1930
<b>Europe</b>	: Union Customs Code (UCC)
<b>China</b>	: Customs Law