1.

For all members of the Group

We, all officers and employees working for the ROHTO Group (collectively “Members” of the “Group”), engage in daily activities to realize a “Well-being” society where people worldwide, including us, can enjoy longer and happier lives in good health with a full smile every day. To attain that aim, everyone agrees that we must always behave, standing on high ethics and compliance, individually. And, for the Group to carry out sustainable corporate activities under a deep

their employment status, in complying with

We have set up a separate web-based consultation desk for the Business Partners (including their officers and employees), the "Business Partner Hotline," on the ROHTO

Since respecting human rights is the basis of all corporate activities, the Group affirms and upholds human rights-related standards globally declared. To p vities, the