



Aeon Human Rights Policy

In accordance with this policy, all of Aeon's executives and other employees (Aeon People) will further their understanding of human rights and help realize a society that respects these rights.

We will adopt this policy for all Aeon People and share it with all business partners.

1. Our Approach to Human Rights

For everyone impacted by our business activities, we will comply with domestic laws on human rights and labor, the International Bill of Human Rights, and the rules on human rights set forth in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work in accordance with the Aeon Basic Principles, the Aeon Code of Conduct, and the United Nations Global Compact, which we joined in 2004. Further, we will support and follow the United Nations Guiding Principles on Business and Human Rights.

2. Respect for Human Rights in Business Activities

We will respect the privacy of individuals as well as their diverse values and personalities and never discriminate against anyone for any reason, including discriminatory treatment based on race, nationality, ethnicity, gender, age, place of birth, religion, educational background, physical or mental disability, sexual orientation, or gender identity. Further, we will remain mindful of the positions of others and respect them as our equals.

*We will treat all customer in a fair and impartial manner and provide them with safe, reliable products and services as well as related information.

*We will actively communicate with local community members to ensure that we are respecting the human rights

*we will comply with sound corporate ethics and workplace environment-related laws, regulations, and international standards in our business activities by dealing with business partners fairly. Moreover, we will continually improve our performance in this regard.

*We will listen to our coworkers, respect each coworker's human rights, and create workplace environments that are harassment free, safe, and friendly. At the same time, we will train and educate all Aeon People to further their knowledge and understanding of human rights.

3. Implementation of Human Rights Due Diligence

Regarding the impact of our business activities on human rights, we will contribute to the realization of a society in which human rights are respected through the implementation of human rights due diligence.

A handwritten signature in black ink, reading "岡田 元也" (Motoya Okada).

Motoya Okada

Director
President and
Representative Executive Officer
Group CEO