

1.1

We are committed to comply both domestic and international laws through the human rights basic policy of AEON.

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.

Please refer to the following link.

[Aeon Human Rights Policy](#)

2.1

Here is the reply and we will disclose this in our website within 10 days.

There is a HRDD top management review committee which authorize the strategy and priority in regards to HRDD for our entire business including supply chain. There is a team called Supplier CoC team which manage monitoring of the HRDD process on our supply chain under CSR department as of Feb 2022.

6.1

In the contract with the supplier for our private brand products, there is a request to commit and comply with our Aeon Supplier CoC.

Please refer to our sustainability data book FY2022 on pg 55 for the new supplier seminar in the bottom.

6.3

We includes the interview for the foreign trainees and immigration workers who is in the high risk of forced labour and check the agents who send the immigrant works through 2nd party audit. Please refer to pg55 of our sustainability data book FY2022.

9.1

Global framework agreement includes the HRDD activities in the supply chain. Please refer to our sustainability data book FY2022 on the pg 52.

10. 1

Supplier hotline receive calls from our entire supply chain employees as follows.

<https://www.aeon.info/sustainability/contact/>

10.2

We will disclose attached data within 10days. Please refer to the attached file for the details.

11.1

Please refer to the attached file and following link on the monitoring process which includes the interviews for labors, confirmation on the slip of the payments, and visit on the production sites.

<https://www.topvalu.net/brand/kodawari/safety/quality/>
<https://www.aeon.info/sustainability/social/coc/>

11.2

We check the tier1 suppliers to confirm how they manage tier2 and other upstream suppliers through our 2nd party CoC audit. We also added the supplier CoC in this issues as follows.

Expansion of the range of Aeon Supplier Code of Conduct

In March 2019, we revised Aeon Supplier Code of Conduct. The content emphasizes that each organization in the supply chain requests the organization related to the company to respond. If each organization tackles these issues, it will lead to the manufacture of safe and secure products, and will also earn the trust and security of stakeholders.

In addition, the Aeon Group has various businesses and services.

We will promote and implement human rights due diligence, and we will fulfill our social responsibilities through this norm in the supply chain related to it.

Please refer to our supplier CoC homepage link.

<https://www.aeon.info/en/sustainability/social/coc/>

12.1

In our operation of supplier hotline regarding labour practice and human rights issues, ASSC, experts on social issues and AEON Co., Ltd., Aeon holding company receive the information and these parties are independent from commercial activities. When we need to confirm with our suppliers, we confirm with the informer before to protect informer. However, the graphic does not show the details of operations and it might be misinterpreted as we consult with our suppliers. We add the detailed information in our website. It really depends on the issuers informer brings to us.