

MARUZEN PHARMACEUTICALS CO., LTD.

14703-10 MUKAIHIGASHI CHO ONOMICHI CITY HIROSHIMA 722-0062 JAPAN TEL +81-848-44-2200 FAX +81-848-20-6114

Ethics Policy and Code of Conduct

Maruzen has established an "Ethics Policy" and a "Code of Conduct" and is working on promoting compliance management.

The "Ethics Policy" put together our basic philosophy for business ethics and compliance with laws and regulations, and the "Code of Conduct" demonstrates the actions and decision criteria to be taken by all officers and employees based on this policy. By sharing and practicing these ideas internally, we will aim to become a company trusted by customers and society.

Ethics Policy

Maruzen Pharmaceuticals contributes to the development of society by firmly connecting the blessings of nature to our customers, society, and the future through a variety of means. To achieve this goal, we have formulated an "Ethics Policy," and will understand and comply with laws and regulations, social rules, and their spirit, while respecting social ethics and fulfilling our social responsibilities.

■ Attitude toward Customers

We strive to supply products that meet customer needs and solve social issues.

We strive for ethical procurement in the supply chain.

We strive for information security.

■ Responsivity to Society

We conduct fair corporate activities while strictly complying with laws, and we disclose information appropriately.

We conduct business activities that are socially and environmentally friendly to contribute to the realization of a sustainable society.

We respond to social diversity and promote communication activities with local communities.

■ Developing a workplace that is easy to work in

We promote activities that respect the human rights of all employees.

We support skill improvement and strive to ensure that employees can maximize their abilities.

We create a safe and comfortable work environment and improve productivity.

Established: January 19, 2024

MARUZEN PHARMACEUTICALS CO., LTD.

14703-10 MUKAIHIGASHI CHO ONOMICHI CITY HIROSHIMA 722-0062 JAPAN TEL +81-848-44-2200 FAX +81-848-20-6114

Code of Conduct

Maruzen Pharmaceuticals contributes to the development of society by firmly connecting the blessings of nature to our customers, society, and the future through a variety of means.

The "Code of Conduct" demonstrates the actions and decision criteria to be taken by all officers and employees based on the "Ethics Policy."

Considering that solving the environmental and social issues facing the world is becoming more important, we will work on our daily business activities with responsibility for all of you involved in the business, the future global environment, and society.

1. Contribution to Society

- Our mission is to contribute to society and to strive for sustainable development.
- We will respect important values such as fairness, transparency, integrity, and reliability.
- From material exploration to product development, we will use analytical technology and cutting-edge evaluation technology to respond to customer feedback, and strive to develop products that help solve social issues.
- We will strive to provide products and services with the highest priority on safety and security so that we can contribute to the improvement of customer satisfaction.
- In the event of an accident or defective product, we will take measures such as information disclosure and safety measures.
- We will focus on contribution to local communities and promote communication activities.
- We will actively participate in volunteer activities and social contribution activities.

2. Fair Company Activities

- We will comply with all laws and regulations related to business and social norms established in each country and region.
- We do not have any relationship with people who are involved in illegal activities such as antisocial forces or money laundering.
- We will comply with the Antimonopoly Act and other related laws and regulations, and conduct fair and equitable transactions.
- We will not engage in any act that conflicts with the interests of the company.
- We will maintain fair relationships with business partners, politicians, governments, and other business-related parties, and will not provide or accept inappropriate benefits such as corruption, bribery, or fraud.

MARUZEN PHARMACEUTICALS CO., LTD.

14703-10 MUKAIHIGASHI CHO ONOMICHI CITY HIROSHIMA 722-0062 JAPAN TEL +81-848-44-2200 FAX +81-848-20-6114

3. Information Security and Protection of Personal Information, Confidential Information, and Intellectual Property Rights

- We will take measures to protect information from threats on computer networks and from negligence due to human factors, and will conduct checks regularly.
- We will appropriately manage all personal information of customers, third parties, employees, and others obtained through our business activities and also manage information on transactions and technical information.
- We will not infringe on the intellectual property rights of others.

4. Consideration of the Environment

- Bearing in mind that our business activities will place a burden on the environment, we will comply with relevant laws and regulations in consideration of environmental conservation.
- We will evaluate the impact of products on the environment from the research and development (R&D) stage and strive to provide products and services that are environmentally friendly.
- To use resources sustainably, we will periodically improve the utilization efficiency of resources necessary for business activities, such as energy, water, and raw materials.
- We will strive to conserve energy throughout our business activities, promote the use of renewable energy, and reduce greenhouse gas emissions.
- We will thoroughly control chemical substances and strive to prevent contamination of air, water, soil, etc.
- We will promote the reduction of the use of hazardous substances, the reduction of waste, the optimization of disposal, and the effective use of waste.
- We will respect biodiversity and conduct business activities with consideration for biodiversity.
- We will conduct procurement activities that take environmental conservation into consideration to achieve sustainable procurement.

5. Respect for Human Rights and Diversity

- We will respect the human rights and diversity of individuals.
- We will respect basic human rights and will not discriminate on the basis of nationality, region of origin, language, race, ethnicity, religion, ideology, age, disability, gender, gender identity, sexual orientation, employment status, marital status, pregnancy, or other reasons, nor will we engage in any act that damages the dignity of individuals.
- We will not accept any form of modern slavery or any forced labor.
- We will prevent employment that impairs the morals, health, and safety of children, and abolish child

MARUZEN PHARMACEUTICALS CO., LTD.

14703-10 MUKAIHIGASHI CHO ONOMICHI CITY HIROSHIMA 722-0062 JAPAN TEL +81-848-44-2200 FAX +81-848-20-6114

labor under the working age.

- We will not engage in any form of harassment or words that cause mental or physical distress.
- We will carry out procurement activities with social consideration to achieve sustainable procurement.

6. Labor Practices and Human Resource Development

- We will comply with laws and regulations concerning working hours and wages applicable to our business activities.
- We will put the health and safety of employees first, and strive to create a healthy and easy-to-work environment and ensure its safety.
- We will strive to promote work-life balance to enrich the work and private life of employees and their families.
- We will comply with laws and regulations concerning freedom of association and collective bargaining, and we will respect the rights of employees.
- We will provide educational opportunities to our employees and support their capability development and self-fulfillment, taking into account each individual's aptitude and values.
- We will introduce a personnel system that is fair, just, and transparent and leads to increased motivation based on results and capabilities.

Established: January 19, 2024