

# CMIC Co., Ltd. Code of Conduct

In the CMIC co., Ltd., all Executives and Employees shall comply with laws and regulations as well as proactively act to achieve sustainable growth and increase corporate value over the mid-to long-term and to resolve social issues when conducting corporate activities based on CMIC's CREED, Mission, Vision, and Values. From this perspective, we have established this Code of Conduct, which shall be followed by all Executives and Employees of the CMIC co., Ltd.

## Definitions

The following terms used in this Code of Conduct shall have the meanings set forth in each item below:

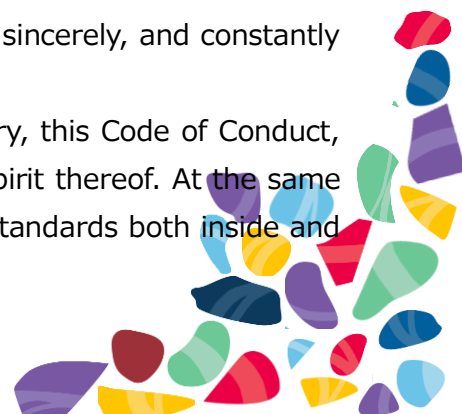
1. **"Our Group"** means CMIC Co., Ltd., its consolidated subsidiaries and any company in which CMIC Co., Ltd. substantially owns management rights.
2. **"Executives and Employees"** means the Directors, auditors, executive managements, executive officers, employees, temporary employees and any other personnel engaging in the business of each Our Group company.

## Basics of Action

1. When engaging in business operation, Executives and Employees of the Our Group shall comply with this Code of Conduct.
2. Notwithstanding the preceding Paragraph, foreign subsidiaries of the Our Group may establish their own code of conduct to the extent that such code of conduct respects this Code of Conduct and does not violate the purpose hereof.

## 1. Contributing to Innovation in the Healthcare Field and Implementing Corporate Ethics

- 1-1. Provide products and services that are useful to society through innovation in order to contribute to innovation in the healthcare field to the fullest extent possible, thereby earning the satisfaction and trust of our customers and society.
- 1-2. Contribute to the advancement of life sciences by constantly striving to improve specialized knowledge and technology in the fields of medicine, pharmaceuticals, and healthcare as healthcare professionals.
- 1-3. Ensure the quality and safety of products and services.
- 1-4. Listen sincerely to inquiries, opinions and complaints, respond sincerely, and constantly strive to improve the quality of our products and services.
- 1-5. Comply with all applicable laws and regulations of each country, this Code of Conduct, and the policies and regulations of the Our Group, as well as the spirit thereof. At the same time, fulfill our social responsibilities with consistently high ethical standards both inside and



outside the company.

1-6. Conduct clinical trials with the cooperation of medical institutions, respecting the human rights of subjects, paying attention to safety assurance, and with scientific rigor. Conduct animal experiments necessary for non-clinical trials with due consideration for animal welfare.

1-7. Recognize and protect the importance of personal information and customer information, and strive to create innovations in the healthcare field through the utilization of data.

1-8. Recognize the importance of technical information, trade secrets and confidential information of the Company or other companies, acquired through business operation. Properly manage such information and do not divulge such information to any third party without legitimate reason.

1-9. Recognize the importance of intellectual property rights, make appropriate use of them, respect the intellectual property of any third party and do not infringe on them.

## 2. Contribution to Society

2-1. Actively engage in social contribution activities as a **“good corporate citizen.”**

2-2. Cooperate and collaborate with a wide range of stakeholders for developing a Wellbeing feasible society in order to resolve issues in the healthcare field.

2-3. Understand the social circumstances of each country and region, and conduct business activities with due consideration to their culture, customs, and religion.

## 3. Implementing Fair Business Activities

3-1. Maintain fair and legitimate relationships with customers, healthcare providers, competitors, and business partners, and conduct all of our business activities in a fair and transparent manner.

3-2. Respect free competition in the market for all transactions and do not engage in any activities that restrict competition, such as bid-rigging.

3-3. Establish policies on fair transactions and promote responsible procurement that will support the development of a sustainable society.

3-4. Do not provide or receive entertainment, gifts, or money for the purpose of obtaining or maintaining unjustified profit or preferential treatment.

3-5. When making a donation to any medical or academic organization, etc., confirm the donation is made as a pure donation and does not constitute profit provision or fraudulent expenditure, and do not request anything in return from the counterparty.

## 4. Fair Information Disclosure and Constructive Dialogue with Stakeholders

4-1. Aiming for sound growth, actively, effectively, and fairly disclose corporate information to a wide range of stakeholders.

4-2. In the event of becoming aware of any undisclosed material facts in connection with the business operations of business partners, do not trade securities, etc., utilizing such



undisclosed information and do not engage in such trades.

## 5. Respect for Human Rights

- 5-1. Understand and respect the human rights of all people involved in the business activities of the Our Group.
- 5-2. Clarify policies respecting human rights and reflect them in business activities.
- 5-3. Contribute to the creation of an inclusive society in which human rights are respected through collaboration with a diverse range of stakeholders.

## 6. Respect for Diversity among Executives and Employees and Enhancement of Work Environment

- 6-1. Respect the diversity, character, and personality of Executives and Employees.
- 6-2. Provide opportunities for Executives and Employees to improve their respective abilities, and grow and develop as members of society.
- 6-3. Do not engage in any harassment, including sexual harassment, power harassment, and harassment related to childcare and nursing care.
- 6-4. Respect the privacy of each individual to the fullest and do not wrongfully infringe on it.
- 6-5. Evaluate the performance of Executives and Employees in accordance with clearly defined evaluation standards in advance, and maintain a transparent and fair personnel evaluation manner.
- 6-6. In addition to giving consideration to health and safety, promote the health of Executives and Employees, realize a work-life balance, and promote the creation of a workplace in which diverse personnel can thrive.

## 7. Engagement in Environmental Issues

- 7-1. Initiate proactive measures in building a decarbonized society, creating a recycling-oriented society, countering environmental risks, and conserving biodiversity in acknowledgment that engagement in environmental issues is an essential requirement for the existence and activities of a company. Also, take environmental issues seriously and actively work on them as individuals.

## 8. Thorough Crisis Management

- 8-1. Conduct thorough and organized crisis management in the face of epidemics, natural disasters, cyberattacks, natural disasters, and other crises that pose a threat to civil society and corporate activity.
- 8-2. Eliminate relationships with anti-social forces and do not engage in any actions that encourage these activities.



## 9. Roles of Top Management and Thorough Implementation of this Code of Conduct

9-1. Top Management shall recognize that it is their role to realize the spirit of this Code of Conduct and shall take the initiative in ensuring that it is thoroughly implemented within the Company and among Group companies, and shall encourage business partners to do so as well. In addition, Top Management shall constantly listen to opinions from inside and outside the company, build effective governance, and implement thorough compliance with corporate ethics.

9-2. In the event of a violation of this Code of Conduct, Top Management shall express their own attitudes toward resolving the issue internally and externally and endeavor to investigate the cause and to prevent recurrence. Top Management shall also disclose information promptly and appropriately to society, fulfill accountability, clarify authority and responsibilities, and take strict disciplinary action, including against themselves.

### Supplementary Provisions

1. The control, revision and abolishment of this Policy shall be in accordance with the Exhibit of the Regulations on Control of Rules and Regulations.
2. This Policy shall be implemented from May 1, 2025.

