

Anti-Corruption and Anti-Bribery Policy

Maruishi Pharmaceutical strives to be a company that "acts, both within and outside Japan, with a high level of ethics, as well as complying with relevant laws, international-rules and the spirit thereof" as set forth in Corporate Behavior Charter.

As part of these acts, we have established the "Anti-Corruption and Anti-Bribery Policy" (the "Policy") with the aim of appropriately conducting business activities by preventing corruption and bribery.

1. Scope of Application

The Policy applies to all directors and employees of Maruishi Pharmaceutical (including non-regular employees, part-time employees, and outside employees such as temporary employees; the "Employees").

2. Compliance Rules

Maruishi Pharmaceutical will comply with anti-corruption and anti-bribery laws, industry standards, and internal rules applicable in all countries and regions where we conduct business activities.

3. Prohibited Acts

Maruishi Pharmaceutical prohibits the making, offering, or promising of bribes, whether directly or indirectly, to government officials, public officials, or persons equivalent to public officials, both within and outside Japan.

Also, we prohibit Employees from providing, demanding, or receiving any improper money, donations, gifts, hospitality or other property benefits that are not considered to be appropriate under custom or social convention to or from any person.

4. Internal system

Maruishi Pharmaceutical will educate and train Employees to raise awareness of the Policy and prohibited acts, and will work on preventive measures and early detection of corruption and bribery.

Further, in order to conduct preventive measures and early detection of corruption and bribery, we will develop an internal reporting system to

receive consultations and reports from Employees regarding acts that violate or potentially violate the Policy.

5. Violations/ Disciplinary Action

Maruishi Pharmaceutical will strictly discipline Employees who violate the Policy in accordance with the working regulations and will strive to prevent a recurrence.

6. Relationship with Business Counterparts

Maruishi Pharmaceutical will also require its business counterparts not to engage in corruption or bribery in accordance with the purpose of the Policy.

In order to achieve the Policy, we will conduct questionnaires and other necessary investigations of business counterparts.

Established: December 20, 2024